

## The Hornet

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# California

## Job Journal

**EMPLOYMENT  
OPPORTUNITIES  
IN THE GOLDEN STATE**

## IN THIS ISSUE

### ■ Timely Topics and Trends

Smoking can lead to lost job offers — Learning to speak Japanese or Spanish can lead to a brighter business career — And these private California companies lead the pack.

**Employment Lines** ..... 7

### ■ Don't Look Back

One thing leads to another. First you lost the promotion. Then you lost your temper with the boss. Then you lost your job. Now you can't even get an interview. It's easy to become immobilized by misfortune — to let negative events become overwhelming and stifle your self-confidence.

The key to turning your luck around is to stay focused on where you want to go rather than dwelling on where you've been. .... 9

### ■ Badge of Courage

They're strong for the weak, brave for the timid, and comforters for the grief-stricken. Law enforcement officers put their lives on the line for the public. Without their protection, society would be left more vulnerable to criminals, crisis, and chaos. Jobs in law enforcement can be action-packed with excitement or exasperating with routine, but always rewarding with the satisfaction of knowing you are helping others. It takes a special breed. .... 11

A weekly publication of

JOB JOURNAL, INC.

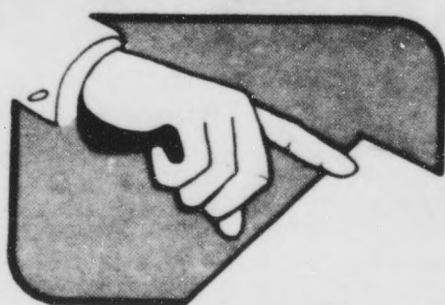
2535 Capitol Oaks Drive, Suite 100  
Sacramento, CA 95833

(916) 925-0800

Toll-free (in CA)

(800) 655-JOBS





## READER'S GUIDE

1. Title of position
2. Number of openings available
3. Employer
4. Location and/or mailing address\*
5. Telephone number
6. Contact person's name/title
7. Salary and benefits
8. Job duties/description, type of business, and hours/days
9. Experience/skills and education required
10. Application procedure
11. Company job number - refer to this number when applying

1. **PROGRAMMER ANALYST (3)**
2. Satellite Data Systems
3. Space Communications Division
4. 2785 Morrison Drive, Suite 100
5. \* Oak Valley, CA 98765-4321
6. 415/555-9900 x227
7. Attn: Terry Lydeck / Operations Manager
8. \$2850-3400/month DOE, plus medical/dental, life ins and pension plan after 1 yr. Analyze & design program requirements; develop application/program specs; code, test, document, and implement software; and participate on development team for a leader in interstellar telecommunications systems. Hrs 7-3:30 Mon-Fri.
9. Position also available in RIDGEMONT. Req MS or equiv in Computer Science, 3 yrs exp with high-level language design/coding and graphics communications, and 1 yr exp with HP 7000. Knowledge of astrophysics preferred. Send resume and 3 references. AA/EOE (#4417)
- 10.
- 11.

\* An asterisk before the city name indicates that the job location is different or available in more than one city. See body of ad for further information.

**HOW TO APPLY:** To apply for an opening or obtain additional information, contact the employer directly as specified in the job listing. Send correspondence to the contact's attention or ask for that person when telephoning. If no telephone number is listed, the employer does not want phone calls!

**JOB CATEGORIES:** The decision on where to categorize an opening is made with more emphasis given to the experience/skills/education required than the job duties or position title. We try to be consistent, but some openings are very difficult to assign to a category. New readers should check several classifications to determine where specific types of employment will be found.

## Abbreviation Key

a/p	accounts payable	enr	engineer, engineering	PCB	printed circuit board
a/r	accounts receivable	EOE	equal opportunity employer	PERS	Public Employee
AA	affirmative action	equip	equipment		Retirement System
acct	account(s), accounting	equiv	equivalent	plt shr	profit sharing
admin	administer, administrator, administrative, administration	ESL	English as a second language	pgm	program
app	application	estd	established	pkg	package, packaging
approx	approximately	eve	evening	pmt	payment
appt	appointment	exp	experience	PNA	postmarks not accepted
archt	architecture, architect	F	females encouraged to apply	pop	population
asap	as soon as possible	flex	flexible, flexibility	pref	prefer(red), preferably
asst	assistant	FT	full-time	prep	prepare, preparation
attn	attention	GED	graduation equivalency diploma	proc	process(ing), processor
avail	available	gen	general	prof	professional
avg	average	GL	general ledger	PT	part-time
bfts	benefits	govt	government	QA	quality assurance
bkpg	bookkeeping	H	handicapped persons	QC	quality control
bldg	building		encouraged to apply	RTW	right to work in the U.S. (or proof of citizenship)
bsns	business	hlth	health	RE	real estate
CAD	computer-aided design	hol	holiday	ref	reference
CC	community college	HR	human resources	rep	representative
CDL	California driver's license	HS	high school	req	require, required, requirement
cert	certificate, certification	incl	include(s), included, including	res	resume
CF	continuous filing	ins	insurance	resp	responsible, responsibility
co	company, county	inv	involve(s), involving, involvement	ret	retirement, retired
COLA	cost of living adjustment	invw	interview	RTJJ	refer to Job Journal (tell employer where you saw ad)
coll	college	knowl	knowledge, knowledgeable		
com	communicate, communicating, communication	LCSW	licensed clinical social worker	Sacto	Sacramento
comp	compensation	lic	license(d)	SAE	self-addressed envelope
compr	comprehensive	LSMW	licensed social marriage worker	SASE	self-addressed stamped envelope
constr	construct, construction	lv	leave	schd	schedule, scheduling
contrib	contribute, contribution	M	minorities encouraged to apply	SF	San Francisco
coord	coordinate, coordinator	maint	maintain, maintenance	shth	shorthand
cred	credential(ed)	max	maximum	SNF	skilled nursing facility
CRT	computer terminal	med	mechanic, mechanical	spcl	specialist
ctr	center	MFC	medical, medicine	sr	senior
CWE	commensurate with experience		marriage, family & child counselor	sub	substitute
deg	degree	mlg	manufacturing, manufacturer	supv	supervisor, supervise
dnt	dental, dentist, dentistry	mgmt	management	svc	service
dept	department	mgr	manager	TBA	to be announced or arranged
des	desired, desirable	min	minimum	TBD	to be discussed
dev	develop, developer, development, developmentally	MIS	management information systems	tech	technical, technician, technology, technologist
dir	director	nec	necessary	univ	university
div	division	OF	open filing	V	veterans encouraged to apply
DOE	depending on experience	ofc	office		
DOQ	depending on qualifications	oppty	opportunity	vac	vacation
DP	data processing	op(s)	operate, operator, operation(s)	vis	vision
ECE	early childhood education	org	organize, organizing, organization	W	women encouraged to apply
ed	education, educational		overtime	w/	with
EEO	Equal Employment Opportunity	OT	overtime	WP	word processing
EIT	engineer-in-training	OUF	open until filled	wpm	words per minute
		PC	personal computer	x	extension
				xint	excellent

# Time is money. Our Journal can save you both.

At THE JOB JOURNAL, we know that one way to give you more for your money is to save you time. That's why we'll work with you to create a comprehensive & informative ad that will start screening candidates before they ever walk through your door. You'll get fewer applications, but more qualified applicants, and make a better hire in less time.

Another reason your recruiting budget goes farther in THE JOB JOURNAL is because you don't pay for your ad by the word or the line. And when your ad appears in CJJ, it's carried by thirteen other Northern California newspapers. You get multi-market coverage without multiple advertising expenses.

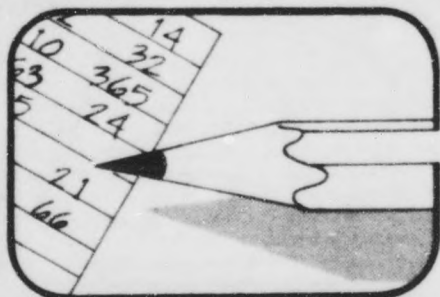
*Spend a few minutes with one of our Employment Specialists and start saving time and money on your next hire.*

California  
**Job  
Journal.**

**Sacramento Office**  
**(916) 925-0800**

**Toll-free (in CA)**  
**(800) 782-HIRE**





## Accounting/ Financial Svcs

### ACCOUNTANT

Haney Accountants, Inc.  
P.O. Box 1308  
Roseville, CA 95661-1308  
916/969-6000  
Attn: Don Haney

Salary mid-\$20,000's/yr plus full benefit package including 401K plan. Maintain a computerized (IBM system 36) GL, AP, TNE financial analysis record for 18-person CPA firm. Hrs 8-5 Mon-Fri. Requires AA degree or equivalent and PC spreadsheet skills. Candidate will be required to take AICPA level 1 achievement test. Non-smoking office. Call for more information or send resume. EOE

Don't pretend to be what you  
don't intend to be.

### ACCOUNTANT

Larry Walker Associates  
509-A Fourth Street  
Davis, CA 95616  
916/753-6400  
Attn: Office

Excellent negotiable salary plus xint benefit package. Assist with federal grant consulting assignments for progressive, Davis-based engineering/consulting firm. Travel to various client locations throughout CA. Hrs 8-5 Mon-Fri plus occasional overtime. Requires bachelor's degree in business administration or related field; 2 yrs construction, governmental, or public accounting experience; and ability to assist with federal grant consulting assignments. Non-smoker preferred; knowledge of EPA 201 grant program and familiarity with the Single Audit Act desired. Send resume. EOE

### BOOKKEEPER

Kellard Baron Designs  
935 Culver Boulevard  
Culver City, CA 90232  
213/838-3152  
Attn: Mary

\$20,000-25,000/yr negotiable DOE, plus vacation, sick lv & hols; credit union avail. Full-charge responsibilities incl posting a/p, a/r billings, weekly cash flow a/p report, month-end a/p ageing, invoicing, monthly statements to clients, and bank deposits & reconciliations. Hrs 8:30-5 Mon-Fri. Dynamic, award-winning model home design firm has been in business 10 yrs. Requires 2 yrs experience; Lotus 1-2-3 skills; and clear, sharp thinking & speaking abilities. Must be organized, detailed, neat & accurate. Call for appt; RTJJ. EOE

## JOB JOURNAL STAFF

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<b>Executive Editor</b>	Clayton Babcock
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Advertising deadline  
5pm Thursday

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### ASSISTANT FINANCE DIRECTOR

City of Oroville  
1735 Montgomery Street  
Oroville, CA 95965  
916/538-2407  
Attn: Personnel Department  
\$2433-2957/mo (2% increase 1/90; 3%, 10/90) plus xint bfts. Assist in org, monitoring, coord & admin activities & ops of City Finance Dept; supv staff in maintenance & processing of fiscal records & accounts. FT. Req combination equiv to grad from accredited coll/univ w/major in acct or related field; 3 yrs resp, prof acct exp (at least 1 yr supv, pref in a govt agency); strong com skills; and knowl of govt acct & auditing principles & practices, microcomputer apps, standard bns practices & terminology, and modern ofc mgmt skills. File app & detailed res by 5pm 11/15; RESUME MUST ACCOMPANY APP (PNA)

### BOOKKEEPER (part-time)

Elaine Ollila, CPA  
1270 South Winchester Boulevard  
San Jose, CA 95128  
408/241-4560  
Attn: Elaine  
\$10-20/hr DOE/DOQ. Do bookkeeping and tax preparation work using computer and accounting/tax software package. Flexible PT schedule depends on workload. Established CPA firm requires completion of some college-level accounting classes (degree not necessary), at least 2 yrs bookkeeping experience, and computer exp. Knowledge of tax preparation a plus. Call for more information; RTJJ.

If you're overweight by 50 lbs or more, you must take extra care to present a neat, professional image at job interviews. Experts have found that being overweight is more of a barrier to getting hired than to getting a promotion.

### BROKERS / TRADERS / TRAINEES

North American / Chicago Corporation  
Institute of Finance - Headquarters  
203 North La Salle Street, Suite 2100  
Chicago, IL 60601  
900/860-9035 (\$2 chg + \$1/min)  
Attn: Personnel Information Line  
\$100,000+/yr; med/dnt ins avail. Market/analyze stocks, bonds, futures & options; and plan for financial needs of companies and/or individuals. Stock, futures & commodity broker and financial planner positions avail. FT; must work long hrs for great rewards. Licensed trading advisory, training & placement firm has territories & placement throughout the US. Must pass licensing/registration exam. Degree not necessary; passing the exam meets primary qualification. Call for further details or leave your name, address, and phone number with the electronic mail center (note toll charges). EOE

Before every interview:  
check your attitude,  
straighten your collar,  
and remember to smile.

### SAFECO Credit Company

is looking for a finance professional familiar with the Bay Area market, who has solid exp with heavy equipment & machinery leasing.

A four-year college degree and a clean driving record a must.

We offer a competitive salary/incentive and benefit package.

Interested and qualified applicants should send resume and salary history to:



**SAFECO  
Credit Company**  
Attn: Personnel  
P.O. Box 9004  
Pleasanton, CA 94566

EOE

### LAS VIRGENES MUNICIPAL WATER DISTRICT is seeking a Finance Officer

Salary: \$45,456-\$56,316

This rapidly growing district is located in the western portion of Los Angeles County and provides water and wastewater treatment services to an area of approximately 122 square miles. The Finance Officer is a newly created position which will oversee all fiscal and customer administrative operations including billing/relations to 16,000 customers, accounting, financial reporting and customer budget preparation (\$42 million). The Finance Officer reports to the Director of Finance and Administration and will be responsible for a staff of 15. Priorities to be addressed by the new Finance Officer include rate setting and all long-range financial planning. Candidates should have strong interpersonal skills, experience in rate setting, and exposure to a broad array of financial operations. In addition, candidates should have a bachelor's degree in a relevant field and five years progressively responsible experience in financial management. To be considered for this outstanding career opportunity, submit a resume including three work-related references and current salary by Friday, November 17, 1989 to:

**SHANNON ASSOCIATES**

1400 K Street, Suite 311, Sacramento, CA 95814 (916) 447-8022

Informational brochure available

### CITY OF MERCED "Gateway to Yosemite"



The City of Merced (population 51,353), located in the central San Joaquin Valley, is a fast growing city with high standards for maintaining the quality of life. Merced boasts of low housing costs and a new state-of-the-art Civic Center.

### Redevelopment Agency Director

Salary: \$2919 - \$3635/mo

The Redevelopment Agency Director plans, organizes, and directs the architectural, engineering, planning, and economic development activities of the Redevelopment Agency. Requires bachelor's degree in urban planning, architecture, engineering, public administration, or a related field and extensive exp involving the formulation, presentation and implementation of urban redevelopment programs & projects including exp in an admin or supervisory capacity.

### Deputy Finance Officer

Salary: \$2781 - \$3379/mo

The Deputy Finance Officer plans, organizes, directs, and coordinates the activities of the Finance Department under the general direction of the Finance Officer. Requires bachelor's degree in accounting, business administration or a related field and at least 5 years experience in municipal accounting and fiscal mgmt including 2 yrs of supervisory or administrative exp.

### Senior/Associate Planner

Salary: \$2727 - \$3314/mo (Senior)

Salary: \$2287 - \$2781/mo (Associate)

One vacancy currently exists in the Planning Department for either a Senior or Associate Planner, depending on qualifications. A Senior Planner supervises and coordinates one or more major sections of the Planning Dept. Both positions perform professional work in the fields of current and advance planning. Requires a bachelor's degree in planning or a related field and professional planning experience that includes local/regional planning.

City application form required. Apply to:

City of Merced • Personnel Department • 678 West 18th Street • Merced, CA • 95340  
(209) 385-6837

If you think you'll fail, you'll lose and continue to fall behind.  
Success begins with a person's will -- It's all in your state of mind!

### CITY OF SUNNYVALE

Manager of Accounting, Budget, and Internal Audit (Accounting Officer)  
Salary: \$47,949-\$58,403 plus 7% PERS and Incentive Bonus Program

This sophisticated San Francisco Bay Area municipality is seeking an experienced professional to oversee the city's accounting, budgeting, and internal audit activities. This division head position reports directly to the Director of Finance and is a key assistant to the Director. The City of Sunnyvale has one of the most sophisticated budget systems in the country and the successful candidate for this position will have principal responsibility for development of the budget and will provide ongoing technical assistance to other managers within the city in the budget development and monitoring process. In addition, this division head is responsible for a staff of thirteen which undertakes all accounting and internal audit activities. The ideal candidate has a college degree in accounting or a closely related field, is fully experienced in municipal accounting and budget development, has prior management experience, and is committed to providing a high level of service to city departments. Candidates should also have exceptional communication, interpersonal, analytical and creative problem-solving skills.

To be considered for this exceptional career opportunity, submit your resume along with three references and current salary by Friday, November 17, 1989 to:

**SHANNON ASSOCIATES**

1400 K Street, Suite 311, Sacramento, CA 95814 (916) 447-8022

Informational brochure available Equal Opportunity/Affirmative Action Employer

## Auditing Opportunities Stockton

American Savings Bank, a major financial institution, has centralized accounting operations at the corporate headquarters in Stockton, CA. This has created new and exciting career opportunities. We have numerous management auditing positions available in our diverse, modernized Internal Audit Department.

### EDP Senior Manager

Requires a BS in Business Administration/MIS or equivalent, along with 8+ years experience, and a minimum of 3 years in public accounting. A CPA and CISA certification are highly desirable.

### Regulatory Compliance Manager

A BS in Business Administration or equivalent is required, along with a minimum of 5 years experience as a regulatory examiner, bank compliance officer, or equivalent. CPA or CIA preferred.

### Systems Design and Development Auditor

Requires a BS in MIS or equivalent, along with a minimum of 5 years experience in IBM mainframe applications and systems development implementation. CISA and project leader and auditing experience are desirable.

### Senior Corporate Auditors

The successful candidates will have a BS in Accounting, Business Administration, or equivalent and a minimum of 2 years public accounting or auditing experience. CPA required; CIA desirable. Financial institution/real estate experience also desirable. One of these positions is available in Pleasanton.

All of the above positions require strong verbal and written communication skills. PC proficiency and background in a large corporate environment are preferred.

We offer a competitive salary and a progressive benefits package, which includes a 401(k) plan. To apply, please send your resume to: American Savings Bank, Attn: Stu Levy, 400 E. Main Street, 3rd Floor, Stockton, CA 95290. An Equal Opportunity Employer.

**AMERICAN SAVINGS BANK**

Saving The American Way



**COLLECTOR**

Northern California Collection Service, Inc.  
700 Leisure Lane  
Sacramento, CA 95815  
916/929-7811  
Attn: J. Probasco

\$1000-3000/mo salary plus commission & bonus DOE; benefits include medical/dental insurance. Progressive commercial agency seeks the finest in collection personnel for quality collections and skip tracing. We represent some of the largest commercial & retail clients in the world. Hrs 8-5 Mon-Fri plus some evenings. Must have minimum 1 yr licensed collection experience. Computer & legal background preferred. Call for appointment (8-10am) or send resume. EOE

"A man to carry on a successful business must have imagination. He must see things as in a vision, a dream of the whole thing."  
—Charles M. Schwaab

**COLLECTOR**

ALFA Federal Credit Union  
Naval Air Station, Building 527  
Alameda, CA 94501  
Attn: Jan Aspelund

Salary based on experience, + excellent benefits after 90 days and paid pension after 1 yr. Mid-level collections position involves repossession, bankruptcies, small claims, and skip tracing. Hrs 8:30-5 Mon-Fri. This is not a civil service position. Credit union was established in 1941. Must have HS diploma and be bondable, experienced in all phases of collections, and able to deal with all legal aspects of collection work. Send resume and SALARY REQUIREMENTS. AA/EOE

**COLLECTOR (S-6)**

ITT Financial Services  
647 East Calaveras Boulevard  
Milpitas, CA 95035  
408/945-9204  
Attn: Paul Nelson / Manager

\$19,000-22,000/yr DOE, + vac, hols, sick lv, and med/dnt ins. Collect on consumer loans, type, file, handle outside field work, and answer phones. Involves travel. Hrs 8:30-5:30 Mon-Fri. Consumer financial svcs corporation has serviced Northern CA for 10-15 yrs and offers xint growth potential and training. Req HS grad with CDL and transportation. Must be an outgoing, energetic troubleshooter who can pitch in and work as a team member. Prefer familiarity w/the collection process, and telephone collection experience. Customer service exp helpful. Call for appt or send resume; RTJJ. EEO Employer M/F

**CREDIT ANALYST**

Arrow Electronics, Inc.  
521 Weddell Drive  
Sunnyvale, CA 94089  
408/745-6600 x2310  
Attn: Bonnie

Excellent salary negotiable DOE plus outstanding benefits. Largest US distributor of electronic components is seeking a highly motivated individual to contact commercial credit accounts by phone. Hrs 8-5 Mon-Fri. Requires at least 1 yr collections experience in a commercial credit environment. Must be dependable and have excellent phone & communication skills and a professional appearance. Some college preferred. Call for appointment (8-5) or send resume; RTJJ. EOE

**LEGAL COLLECTOR**

Collection Bureau of San Jose  
299 Stockton Avenue  
San Jose, CA 95126  
408/297-7000  
Attn: Sylvia Penny

\$11,000/yr + bonus, vac, hols, sick lv, and med/dnt ins after 90 days. Handle telephone collections, type, file, and do word processing. Will train on CUBS system if necessary. Some travel required. Hrs 8-5 Mon-Fri plus overtime (1 half-day Sat/mo). Oldest collection company in Northern CA has 130+ employees and great growth potential. Req HS diploma, WP skills, ability to communicate well, CDL, and transportation. Must be an energetic, loyal, dedicated, outgoing US citizen and able to handle a great amount of stress. Some college preferred. Call for appt; RTJJ. EEO Employer M/F

## CEO Business Manager

A North Bay design/build landscape firm, currently grossing \$1 million/yr, desires Spirit-leads entrepreneur with 5 yrs management exp, able to nurture and lead creative management team and take business to \$5 million/yr.

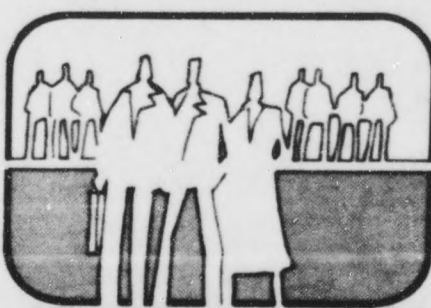
Percentage of gross & net OR salary and ownership OR profit share and annual bonus, benefits.

Call or send resume to:  
"I can do all things through Christ"  
Human Resources Department  
P.O. Box 6468  
Napa, CA 94558-0468  
(707) 252-7500

**TELLERS (part-time & on-call)**

ALFA Federal Credit Union  
Naval Air Station, Building 527  
Alameda, CA 94501  
415/865-3500  
Attn: Jan Aspelund / V.P. Personnel

Salary DOE. Provide customer service, handle cash, and work with CRT. PT & on-call; flexible hrs (excellent for working mothers). Credit union was established in 1941. Requires HS grad with a professional appearance & attitude, good communication skills, and cash-handling & customer service experience. Must be bondable. CRT & financial exp preferred. This is not a civil service position. Call for appointment (9-12) or send resume. AA/EOE



## Administration/ Management

**CUSTOMER SERVICE MANAGER**

Loric Corporation  
2591 Kerner Boulevard  
San Rafael, CA 94901  
Attn: Chairman

Top pay negotiable DOE, plus benefits. Hire, train & motivate consumer customer service representatives. Hrs 8:30-5:30 Mon-Fri. National mail order company has a beautiful location near the San Rafael Bridge. Requires proven skills in training, hiring & motivating consumer customer service representatives. Must be a very bright, hardworking, articulate, highly organized non-smoker. Send resume.

**DIRECTOR OF PUBLIC WORKS / CITY ENGR**

City of Brentwood  
City Hall  
708 Third Street  
Brentwood, CA 94513  
415/634-0808  
Attn: Personnel Department

\$4533-5510/mo + xint bfts incl fully-paid PERS. City seeks individuals experienced in managing a diverse public works dept. Responsible for supervising all activities of the dept including the water & sewer systems. FT. Req BS in civil engr and 6 yrs exp, difficult, professional engr exp involving the design & construction of a variety of public works projects (including 4 yrs in a supervisory capacity). Experienced pros possessing the necessary communication skills, administrative exp, and management background are encouraged to apply. Obtain applications from City Hall; file by 11/17. AA/EOE

A good supervisor can make  
all tasks seem meaningful.

**DIRECTOR OF COMMUNICATIONS**

California Council  
The American Institute of Architects  
1303 J Street, Suite 200  
Sacramento, CA 95814  
916/448-9082  
Attn: Office

Approximately \$35,000/yr plus excellent benefit package. Responsible for managing budget, program & personnel in communications department; act as liaison between media, members & the public; and direct & assist in desktop publishing of newsletters & magazines. Some overnight travel. 40 hrs/wk plus some weekends. Statewide professional association of architects requires minimum 2 yrs experience in public affairs; public & media relations; and program, budget & personnel management. College graduate preferred. Send resume by 10/27. EOE

**DIVISION DIRECTOR**

Center for Employment Training  
701 Vine Street  
San Jose, CA 95110  
408/287-7924  
Attn: Ruth Garcia / Personnel Manager

\$18,000-25,000/yr (negotiable) plus vac, hols, sick lv, med/dnt & life ins, and voluntary pension. Manage employment training program for unemployed or unskilled workers. Position located in Reno, Nevada. Hrs 8-5 Mon-Fri. Vocational training program operates in 25 skilled training centers throughout 4 states. Prefer at least 3-5 yrs management experience in a community setting. Bilingual skills (English/Spanish) and college degree desired. Must have right to work. Call for more info (8-5 Mon-Fri) or send resume; RTJJ. EOE

**EXECUTIVE DIRECTOR**

Association for Retarded Citizens  
Shascade, Inc.  
1400 Oregon Street  
Redding, CA 96001  
916/243-1651  
Attn: Valetta Adams / Program Director

\$29,100-37,500/yr plus excellent benefit package. Serve under the board of directors; carry out board policies, supervise programs & services, prepare annual report & budget, and set annual goals & objectives. Hrs 8-5 Mon-Fri. Private, nonprofit organization (estd 1960) provides day programs and respite/transportation svcs for the developmentally disabled. Req BA in human services; and 3 yrs recent, increasingly responsible experience in administration, program consultation, supervision, fiscal management, and public relations. Send application, resume & cover letter by 11/22. EOE

**MAINTENANCE SUPERINTENDENT**

City of Sausalito  
Sausalito, CA 94965  
415/289-4100  
Attn: Personnel

\$2714-3300/mo. Newly created position is responsible for administering maintenance program and supervising subordinate personnel in the Public Works maintenance & parks divisions. Supervise 14 employees and a total maintenance budget of nearly \$778,000; report to the Director of Public Works. Full-time. Requires completion of HS and supplemental education in supervision & construction-related subjects; 5 yrs experience in related public works and building construction & maintenance; and CDL. Call for City application; file by 11/6. AA/EOE Employer

If you are bored in your  
present line of work, you may  
want to consider a career  
change. It's foolish to remain in  
an occupational field you  
chose as a youth, if it doesn't  
satisfy your needs as an adult.

**MANAGER'S ASSISTANT**

Financial Freedom Security  
333 Hegenberger Road  
Oakland, CA 94621  
415/635-3688  
Attn: Mr. Lowe

\$40,000-60,000+/yr plus contribution toward full benefit package including med/dental ins. Train to manage & develop salespeople; work closely with manager to learn overall office operations. This entrepreneurial opportunity is available only to the most aggressive. Set your own full-time hrs. Fortune 500 company is expanding into CA. Must be highly motivated; dependable; articulate; well-dressed; enthusiastic & aggressive for a high-paying, recession-proof career; and enjoy working with people. Some coll desired. L&D license a great asset. Call for appt (8:30-1 only Mon-Fri) or send resume. EOE



## PORT OF OAKLAND

**OFFICE SERVICES MANAGER**

The Port of Oakland  
Oakland, CA 94617  
415/272-1514 or 272-1517  
Attn: Personnel Department

\$45,000-55,000/yr DOE, + fully paid PERS & bfts. Plan/implement/coord/supv ofc svc functions for admin bldg. Resp for records retention/retrieval methods, asset mgmt, facilities ops, scheduling & space design, phone system maint, supply room, central dispatch svcs, mailroom op procedures, receiving dock & security system control/maint, and all other assigned office svc functions. FT. Req proven exp in facilities mgmt; 5yrs directly related managerial exp in similar-size org; xint written/verbal skills; exp in planning, budget planning/monitoring, supv. Related BA pref. Call for app pkg (no res); file by 11/3. AA/EOE M/F/H

## EARN MONEY READING BOOKS

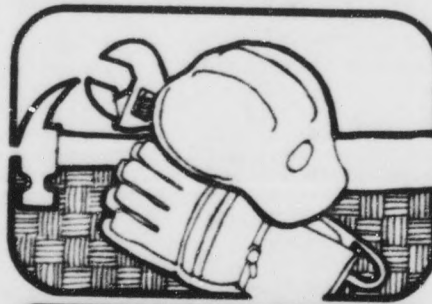
\$30,000/YEAR  
INCOME POTENTIAL

Details:  
(1) 805-687-6000  
Ext. Y-2626

**RECREATION SUPV / YOUTH RECREATION**

City of Woodland  
300 First Street  
Woodland, CA 95695  
916/661-5811  
Attn: Personnel

\$1887-2294/mo DOE/DOQ, plus excellent benefits. Plan, organize, direct, coordinate & promote youth recreation programs (after-school, summer & weekends) including sports, crafts, and educational pgms. 40 hrs/wk including some evening & weekend hrs. Requires bachelor's degree in recreation, psychology, or related field; 3 yrs increasing responsibility in a recreational setting; class 3 driver's license; and ability to obtain CPR & first aid certificates. Call for information & city application; file by 4pm 10/27 (postmarks not accepted). AA/EOE



## Construction/ Building Trades

**BUILDING INSPECTOR I**

Placer County  
175 Fulweiler, Room 505  
Auburn, CA 95603  
916/889-4060 or 889-4070 (jobline)  
Attn: Personnel Department

\$2137-2598/mo plus benefits. Inspect buildings under construction or being remodeled to determine if plumbing & electrical wiring complies with laws & ordinances regulating building construction in unincorporated areas of county. Full-time. Requires 3 yrs experience in the bldg trades involving work done in conformance with standard building codes (including reading & interpreting bldg plans/specifications). 2 yrs college with major in bldg industry technology may substitute for 2 yrs exp. Call for more info or apply in person by 10/27. AA/EOE

**CABINET INSTALLER - MULTI-TRADE**

Capper Construction Inc.  
1714 El Camino Real  
Redwood City, CA 94063  
415/369-9739  
Attn: Bob Guillory / General Manager

Salary DOE, plus full benefit package after 90 days. Do interior finishing of custom homes including installing high-end cabinetry, plumbing, electrical wiring, tiles, etc. Hrs 8-5 Mon-Fri. 18-yr-old company requires at least 10 yrs experience. Must be a US citizen with own tools, CDL, and insurance. Call for appointment or send resume asap. EOE

**CONCRETE CUTTER**

Bello Construction  
10723 Sherman Way  
Sun Valley, CA 91352  
818/765-7424  
Attn: Rick Keeler / Office Manager

\$400/wk average (opportunity for high income) plus 1 wk vac after 1 yr; full bfts avail after 1/90. Operate flat saw, wall saw, and core drill. Transportation to & from job sites provided. Hrs 6am-4pm Mon-Fri plus overtime. New, growing company is service oriented. Req minimum 2 yrs exp, CDL, DMV printout, own transportation & ins, and right to work. Must be reliable (no drugs or alcohol). Apply in person; RTJJ. EOE

**DOOR MECHANIC**

R & S Erection of Mountain View, Inc.  
1245-B Space Park Way  
Mountain View, CA 94043  
415/966-1800  
Attn: Mitch Rhodes / General Manager

Starting wage \$10-14/hr DOE, plus full benefit package. Responsible for installing & repairing commercial/industrial doors and automatic gate systems. Hrs 8-4:30 Mon-Fri plus overtime. 9-yr-old company specializes in door installation & repair. Must be dependable, organized, and have a good driving record & DMV printout. Welding and 1-2 yrs door experience desired. Send resume. EOE

**ELECTRICIAN**

North Western Electric  
219 Dillon Avenue  
Campbell, CA 95008  
408/370-2240  
Attn: Rodger Edsinger / Owner

\$8-20/hr DOE, + vac, hols, sick lv, and med ins after probationary period. Do wiring for new construction and existing gas stations & other commercial properties. Involves travel. Hrs 8-4:30 Mon-Fri. Local business (estd 1976) specializes in gas station electrical work. Requires qualified electrician with some exp (gas station specialty preferred); a neat appearance; CDL; DMV printout; ins; and RTW. Must be honest & dependable. HS diploma preferred. Call for appt; RTJJ. EOE

**ELECTRICIANS (4, on-call)**

Santa Clara, San Mateo County Electric  
769 South Genevieve Lane  
San Jose, CA 95128  
408/243-6510 or 415/961-9830  
Attn: Personnel

\$12-60/hr DOE/DOQ; medical/dental ins avail at discounted rate. Call for appt; RTJJ. Make svc calls (radio-dispatched) and troubleshoot commercial, residential & industrial electrical problems. Involves occasional travel from Sacramento to San Diego. On-call positions req flexibility (24 hrs/day, 365 days/yr). In business 2 yrs, fast-growing company provides 24-hr electrical repair service and has a friendly, flexible, casual yet professional ofc. Req min 5yrs electrical exp, CDL, and own tools. Must be honest, hardworking, and have extensive troubleshooting & service call knowledge. EOE

**EMT FITTERS & PLACERS**

Burnup & Sims  
Communications Services, Inc.  
P.O. Box 25575  
Fresno, CA 93729-5575  
209/292-4081  
Attn: Jim Randall/Ops & Engineer Director

Salary DOE (based on CA prevailing wage project); full benefit package including medical insurance immediately upon hire. Fit & place EMT (metal conduit) for telephone installation projects. Hrs 7:30-4 Mon-Fri. Nationwide telecommunications company specializes in selling, installing & servicing telephone systems. Requires minimum 1 yr EMT work experience and own basic telephone hand tools. Must be energetic. Call for more info or send resume; RTJJ. EOE

**ESTIMATOR**

Bello Construction  
10723 Sherman Way  
Sun Valley, CA 91352  
818/765-7424  
Attn: Rick Keeler / Office Manager

\$250/wk to start plus commission (high income possible) and 1 wk vac after 1 yr; full bfts avail after 1/90. Develop scope of work from blueprints to job walk-through; provide estimates & bids for contractors. Entry-level position involves public contact. Hrs 8-5 Mon-Fri. New, growing company with a solid future is service-oriented. Requires CDL, DMV printout, and own transportation & ins. Must be reliable. Construction exp helpful. No drugs or alcohol. Apply in person; RTJJ. EOE (#1)

Build a portfolio to show  
a representative sample  
of your work. Emphasize  
quality, not quantity.

**GARDENING MAINTENANCE PERSON (2)**

Western Environmental Management  
Company, Inc.  
1250 Birchwood Drive  
Sunnyvale, CA 94089  
408/744-1980  
Attn: Martha Schriener

\$6/hr DOE/DOQ, plus 1 wk vac & 6 hols after 1 yr and company-paid medical insurance after 6 mos (employee-paid ins avail after 60 days). Work on a crew servicing a gardening route; mow lawns, trim trees, edge, pull weeds, and provide general lawn & plant care. Transportation provided. Hrs 7:30-4 Mon-Fri plus occasional overtime. 29-yr-old industrial & commercial landscaping company requires 4yrs exp, knowledge of equipment & sprinkler systems, CDL, DMV printout, and right to work. Must be hardworking & dependable. Bilingual skills (English/Spanish) desired. Call for more info; RTJJ. EOE

**INSTALLERS**

K-Designers  
2344-B Walsh Avenue  
Santa Clara, CA 95051  
408/727-5800  
Attn: Fred Brown / General Manager

Minimum \$65 per square + med/dnt ins after 3 mos. Apply caulk & insulation and install vinyl siding on exterior of homes. Full-time (8-10 hrs/day) year-round work in South Bay Area locations. Branch office of major national remodeling company requires own tools & truck and right to work. Must be a hard worker and enjoy working outside. Background in carpentry and vinyl or aluminum siding installation desired. Call for appt; RTJJ. EOE M/F/V

**MANAGER**

Construction sales/retail  
company. Experienced, with  
a good track record. Valley  
trade area. Replies confidential.

Send resume to:

CJJ Dept. C-6  
P.O. Box JOBS  
Sacramento, CA 95841



**JOURNEY-LEVEL SHINGLER (5)**

Wedge Roofing Inc.  
5 Casa Grande Road  
Petaluma, CA 94954  
707/763-5475 or 415/499-9354  
Attn: Ann Wright / Contract Administrator  
\$15 per composition shingle, + med/dnt & vis ins, pension, and pft shr after 800 work hrs. Strip and re-roof residential & commercial buildings. Hrs 6:30-4:30 Mon-Fri. 13-yr-old business requires journey-level ability (strip 10 sq. ft./day), own tools, and RTW. Must be dependable & hardworking. Apply in person (2:30-4 Mon-Fri); RTJJ. EOE M/F/V

**JUNIOR ESTIMATOR**

Bloodhound Electric, Inc.  
237 South Morrison Avenue  
San Jose, CA 95126  
408/286-8890  
Attn: Bill Mara / Vice President  
\$18,000-20,000/yr negotiable DOE/DOQ; medical insurance available. Prepare estimates for a full range of commercial, industrial & residential electrical work. Involves local travel for 10-yr-old company. Hrs 8-4:30 Mon-Fri. Must be a highly-motivated team player with excellent organizational skills, knowledge of electrical construction, a professional appearance, CDL, and own transportation. College background preferred. Coursework in electrical services a plus. Experience not necessary; will train the right college graduate. Call for appt (8-4) or send resume; RTJJ. EEO Employer

**LANDSCAPE INSTALLATION PERSON (2)**

Western Environmental Management Company, Inc.  
1250 Birchwood Drive  
Sunnyvale, CA 94089  
408/744-1980  
Attn: Martha Schriener  
\$6+/hr DOE/DOQ, plus 6 holidays, 1 wk vacation after 1 yr, and company-paid medical ins after 6 mos. Work with a crew at various locations installing sprinklers & plant material, laying sod, and operating heavy equip such as large tractors & pluggers. Transportation provided. Hrs 7:30-4 Mon-Fri plus occasional overtime. 29-yr-old industrial & commercial landscaping firm req CDL & DMV printout. 4 yrs exp in the field and knowl of heavy equip/sprinkler systems nec. Desire hardworking, dependable, bilingual individuals with wiring & controller experience and right to work. Call for more info; RTJJ. EOE

**MAINTENANCE HELPER**

JD/PCM Inc.  
2156 Zanker Road  
San Jose, CA 95131  
408/435-0346  
Attn: Curt Rollow / Service Manager  
\$6/hr to start (future advancement) plus vac, hols, sick leave, and medical/dental ins after 90-day probation. Work with technicians in shop to rebuild PC board equipment, clean parts, and sand & paint electrical panels. Hrs 7:30 Mon-Fri. 8-yr-old business seeks a hard worker who's dependable and willing to learn. Mechanically inclined HS graduate preferred. PVC or electrical experience a plus. Call for appointment Mon-Fri; RTJJ. EOE M/F/V

**MAINTENANCE PAINTER**

County Hill Apartments  
124 Rancho Drive  
San Jose, CA 95111  
408/578-8444  
Attn: Carol Avis / Manager  
\$1200/mo. Paint and provide general maintenance in a 70-unit apartment complex. Hrs 8-5 Mon-Fri. 10-yr-old property management firms seeks an honest, dependable, hard worker. 2-3 yrs apartment complex maintenance experience preferred. Must have right to work. Call (2-5 Mon-Fri) for appointment and send references; RTJJ. EOE M/F/V

**PLUMBER (4)**

Sanger Plumbing  
82 Academy Avenue  
Sanger, CA 93657  
209/875-2131  
Attn: Tim Bolan / Manager  
\$8-12/hr DOE. Resp for installing complete waste, drain & vent systems; installing/testing complete water/gas systems; reading plans & blueprints; and managing & training apprentices. Hrs 8-5 Mon-Fri. Small, 5-yr-old firm handles residential/commercial/light industrial plumbing projects. Requires ability to manage & train apprentices, read plans & blueprints, and work without direct supervision; working knowledge of VPC code; min 5 yrs exp; transportation; and own hand tools (power tools provided). Trade tech (code class) and union apprentice plus. Apply in person or send resume; RTJJ. EOE

**PLUMBING APPRENTICES (4)**

Sanger Plumbing  
82 Acad. Ave  
Sanger, CA 93657  
209/875-2131  
Attn: Tim Bolan / Manager  
\$5-8/hr DOE. Assist plumber in all phases of plumbing including cutting & installing waste, gas & water pipes. Heavy shoveling involved. Hrs 8-5 Mon-Fri. Small 5-yr-old company specializes in residential, commercial & light industrial plumbing projects and has a constant growth rate. Requires HS grad with transportation and own hand tools (power tools provided). Must be honest and use no drugs or alcohol. 1 yr experience, plumbing trade classes, and plumbing mechanic's background helpful. Apply in person or send resume; RTJJ. EOE

**REGIONAL CONSTRUCTION MANAGER - SACRAMENTO AREA**

Di Loreto Construction & Development, Inc.  
P.O. Box 70290  
Reno, NV 89570  
Attn: Executive Vice President  
Salary negotiable + full benefits after 90 days. Oversee project mgrs & all aspects of daily ops of constr projects; review constr schedules, budgets & contracts; sched constr releases; act as liaison between architect, client & home ofc; and attend planning meetings for zoning changes, building permits, etc. Travel to job sites as required. 40+ hrs/wk. Aggressive, growing development company is based in Reno. Req BA/BS degree, 5+ yrs exp in high-level position overseeing single & multi-family housing projects, and xint oral & written com skills. Send resume & salary history/reqs asap. EOE

**ROOFERS (2)**

Merced Roofing Company  
1559 West 10th Street  
Merced, CA 95340  
209/722-7148  
Attn: Ruben Luna / Owner  
\$14/hr (qualified journey-level). Perform roofing work on residential & commercial buildings; place shingles, shakes, tiles & burrs. Hrs 7:30-4 Mon-Fri. Owner-operated business (estd 1974) requires at least 5 yrs roofing experience. Must be a punctual, self-motivated, detail-oriented hard worker with CDL, reliable transportation, own tools, home phone, and right to work. Call for more information; RTJJ. EOE M/F/V

**ROOFERS (5)**

Holmberg Roofing  
16 Cedar Grove Park  
Petaluma, CA 94952  
707/782-7044 or 415/492-8850  
Attn: George Keller / Vice President  
\$6-22/hr DOE. Perform residential & commercial roofing work in Napa, Sonoma, and Marin Counties. Foreman position available (company truck). Variable hrs 7-4 Mon-Fri plus some weekends; year-round. Growing & expanding company (estd 1971) requires reliable, dependable, hardworking, experienced journey-level roofers (hot, composition & tile) with right to work. Must relocate if out of area. Apply in person; RTJJ. EOE M/F/V

**SHEET METAL FABRICATOR**

Custom Switchgear  
2995 Gordon Avenue  
Santa Clara, CA 95051  
408/746-0461  
Attn: Myrian Laos / Office Manager  
\$7+/hr DOE, + vacation after 1 yr, and paid holidays and medical/dental & life insurance after 3 mos. Perform non-precision sheet metal fabrication duties using various machinery. Hrs 3:30pm-midnight Mon-Fri, plus overtime. Small 8-yr-old company requires HS diploma or GED, sheet metal work experience, own reliable transportation, home phone, tools, and right to work. Must be dependable, motivated, punctual & honest. Call for application (8pm-midnight or 1-3:30am) or apply in person; RTJJ. M/V

**SHEET METAL WORKERS (SHOP & FIELD)**

East Bay Air Conditioning, Inc.  
970 Howe Road  
Martinez, CA 94553  
415/372-5400  
Attn: Bill Patterson / Owner  
Top salary DOE, plus benefit package. Fabricate and/or install sheet metal in shop or at job sites. Full-time, 8 hrs/day (schedule depends on job) plus occasional overtime. Commercial air conditioning contractor requires minimum 1 yr experience, CDL, good DMV record, and own hand tools. Response in person preferred; apply asap. EOE

**SHEETROCK DISTRIBUTOR**

Contractor's Building Supply  
2958 South Higuera  
San Luis Obispo, CA 93401  
805/543-6252  
Attn: Jeff  
\$6/hr and up DOE/DOQ. Deliver & stock sheetrock in residential areas for this supplier of building materials. This is difficult work involving use of a forklift to load vehicles. Hrs 8-4 Mon-Fri; some overtime may be necessary. Requires forklift experience, CDL, and a good driving record. Call for more information or file employer application in person; RTJJ.

**Associate Dean  
Economic Development**

Develops and coordinates employer-based training & other contract education courses in co-operation with area businesses.

Requirements: Possession of or eligibility for a valid CA Community College Supervisory Credential. Master's degree. Ability to work with community, business and government groups.

Salary/benefits: Appropriate placement on a Certificated Mgmt Salary Schedule with a 1:16 responsibility ratio. Fringe benefits include medical, dental and life insurance.

File by 11/14/89.

To obtain information and app. contact:  
Personnel Services  
PASADENA CITY COLLEGE  
1570 E. Colorado Blvd  
Rm C215  
Pasadena, CA  
91106-2903  
(818) 578-7388

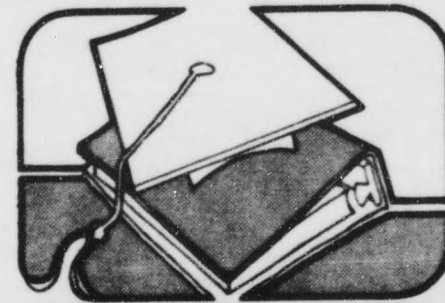
**TELEPHONE INSTALLATION WORKER**

Burnup & Sims  
Communications Services, Inc.  
P.O. Box 25575  
Fresno, CA 93729-5575  
209/282-4081  
Attn: Jim Randall / Ops & Engineering Dir  
Salary DOE, based on CA prevailing wage project; full benefit package includes medical insurance immediately upon hire. Install phones; handle station wiring, cable pulling (phone/COAX/CATV), and termination of all types of cables. Hrs 7:30-4 Mon-Fri. Nationwide telecommunications company specializes in selling, installing & servicing telephone systems. Requires minimum 1 yr experience in telephone work and own basic telephone hand tools. Must be energetic. Call for more information or send resume; RTJJ. EOE

Thinking well is wise  
and planning well, wiser.

**YARD PERSON / CLERK**

Gridley Home Center  
1788 Highway 99  
Gridley, CA 95948  
916/846-2222  
Attn: Jerry  
\$4.50/hr. Operate forklift, mix cement, organize yard, stock shelves, provide customer service, operate cash register, make deliveries, operate table saw & radial-arm saw, and load vehicles. Hrs 8-5 with day off during the wk. Home building supply center requires basic math skills, ability to lift 100 lbs, CDL, and clean DMV printout. Must be dependable. Forklift exp & bilingual skills a plus. Apply in person; RTJJ. EOE

**Education/  
Training****ART INSTRUCTOR(S) (part-time)**

Los Medanos College  
2700 East Leland Road  
Pittsburg, CA 94565  
415/439-2181 x255 or x203  
Attn: Carol Carson / Humanistic Studies  
Competitive salary DOE/DOQ. Teach classes in illustration and advertising design/layout. PT evenings (hrs depend on class schedule). Requires bachelor of arts degree in design and 5 yrs professional experience. Instructional exp desired. Submit letter of intent, resume, slides of your work and the work of your students (if available), and SASE (for return of slides) by 11/15; or call for more information. AA/EOE

**Part-Time Instructors**

FALL 1989

**West Valley-Mission  
Community College**

Subject	Location	App. Deadline
Medical Assisting	WVC	10/25/89
Mathematics	WVC	11/02/89
Sociology	WVC	11/09/89
Music	WVC	11/21/89
Economics	WVC	11/22/89
Speech	WVMCCD	11/28/89
Biology	WVC	11/29/89

Positions require the ability to hold or qualify for a California Community College Credential. Some disciplines require a Master's degree.

West Valley-Mission Community College District is located 50 miles south of San Francisco and to the west of San Jose.

For application and information, call:



(408) 741-2000

AA/EOE

**COUNSELOR (80%)**

Sierra College  
5000 Rocklin Road  
Rocklin, CA 95677  
916/624-3333 x2303  
Attn: Personnel  
Salary is 80% of \$26,898-42,156/yr (based on placement on certificated salary schedule), plus excellent benefits. Coordinate the college counseling program with area high schools through the matriculation program. Part-time position, 154 days/yr. Requires valid CA community college counselor's credential. Call for more information & application; file by 5pm 11/17 (postmarks not accepted). EOE

**COUNSELOR / COACH**

Rite of Passage, Inc.  
P.O. Box 1360  
Minden, NV 89423  
702/782-7191  
Attn: Jerry Sprout / Director of Personnel  
\$1100-1250/mo to start plus medical/dental ins after 6 mos, room & board included. Coach and supervise an athletic program for delinquent teenage boys. Full-time; 7 days on, 7 days off. Wilderness facility, 100 mi east of Lake Tahoe, is a growing organization with advancement opportunities. Requires bachelor's degree in social sciences, physical education, or education; and strong athletic/coaching background. Call for appointment or send resume; open until filled.

**COUNSELOR / TEACHER ASSISTANT**

River Oaks Center for Children  
1150 Eastern Avenue / P.O. Box 875  
Carmichael, CA 95609  
916/481-8010  
Attn: Paige / Human Resources  
\$5.45/hr and up DOE/DOQ; benefits available for FT positions. Responsible for direct care of severely emotionally disturbed children, ages 5-13. Good opportunity to gain experience working with children in the mental health field. Full or part-time, day or night week-day/weekend shifts. Fully accredited psychiatric-level residential treatment center and special education school requires a good driving record. Must be at least 21. Bachelor's degree preferred. Call or apply in person.

**DRAFTING INSTRUCTOR**

South County Community College District  
Las Positas College (Livermore)  
25555 Hesperian Boulevard / P.O. Box 5001  
Hayward, CA 94540-5001  
415/786-6800  
Attn: Personnel (#VTE001)  
\$29,472-39,312/yr DOE/DOQ, + xint bfts. Conduct lectures & lab in electromechanical drafting tech including instruction in CADD/CAM, design drafting principles & ANSI Y14.5M. FT Mon-Fri; first-year contract. Requires AA, bachelor's, or master's from accredited coll/univ in industrial (drafting) tech or closely related subject; and minimum 2 yrs FT related exp (with bachelor's or master's) or min 4 yrs FT related exp (with AA). Will be req to apply for Calif CC cred. MS/MA (or BS/BA, AA with 2 yrs FT exp, as applicable) from accredited institution qualifies for this cred. Call for appt & info; file by 11/2. AA/EOE

**EOPS COORDINATOR**

Taft College  
P.O. Box 1437  
Taft, CA 93268  
805/763-4282  
Attn: Personnel Office  
\$24,595-39,314/yr DOE/DOQ, plus excellent benefits. Coordinate and serve as counselor for a program which assists low-income, disadvantaged students to succeed in community college. Full-time position available 1/90. Requires CA community college counselor, supervisory, and psychology instructor credentials; 2 yrs experience working with disadvantaged students; and specific college coursework. Call for district application and more information; file by 11/22. AA/EOE

Be anxious to start a new job, but show concern about giving ample notice to your current employer. Prospective employers will respect your consideration.

**GROUNDSCAPE INSTRUCTOR**

Center for Employment Training  
701 Vine Street  
San Jose, CA 95110  
408/287-7924  
Attn: Romelia Flores / Personnel Secretary  
\$1600-2000/mo DOE, plus medical/dental & life insurance. Teach landscaping & sprinkler system maintenance, blueprint reading, and groundskeeping. Hrs 8-5 Mon-Fri. Nonprofit organization (in business over 20 yrs) helps the disadvantaged, unemployed, elderly, and those receiving welfare. Must be an excellent communicator & motivator with journey-level experience, bilingual skills (English/Spanish), ability to teach all nationalities, and right to work. Call for more info (8-5 Mon-Fri) or send resume & salary history; RTJJ. EOE M/F/V

**Account Clerk/Cashier**

West Valley College, Saratoga  
10:30am - 7:00pm

Full-time, 12 months/year. Provides student service. Disburse/collect fees, checks, maintain accounts. Requires one year financial records exp. Good analytical/people skills.

Initial salary placement:

\$1714-\$1864/mo

Deadline to apply: 11/10/89.

For application and information, call:



(408) 741-2000

AA/EOE

**JOB TRAINING**

ACCOUNTING ■ COMPUTER OPERATIONS ■ SECRETARIAL  
LEGAL ASSISTING ■ DESIGN AND PUBLICATIONS TECHNICIAN  
MEDICAL SECRETARIAL ■ WORD PROCESSING ■ DESKTOP PUBLISHING  
**BE JOB-READY IN SIX TO NINE MONTHS**

**mti** VISIT & COMPARE  
**BUSINESSCOLLEGE** (916) 442-8933  
GOVERNMENT FINANCIAL AID PROGRAMS AVAILABLE ■ ■ ■ 2731 Capitol Ave., Sacramento

MTI, SUCCESSFULLY TRAINING SACRAMENTANS FOR GOOD JOBS SINCE 1965

**La  
Petite  
Academy****Child Care Director/Teachers**

The nation's finest preschool and child care provider is now seeking career-minded individuals who enjoy working with children and would like the opportunity to advance in the child care field.

Our benefit package includes a competitive wage, based on 12 ECE units, health and dental co-paid by the company, paid holidays, paid sick and vacation days, free and/or reduced rate child care, on-site training programs and educational reimbursement.

Come grow with us at any of our Northern California locations:

Antioch	Modesto	San Ramon
Concord	Napa	Santa Rosa
Sacramento Area	Pittsburg	Vallejo
Fresno	Pleasanton	Vacaville
Lodi	Rancho Cordova	
Merced	Rohnert Park	

**La Petite Academy, Inc., Divisional Office**  
1864 Cabana Drive, San Jose, CA 95125  
(209) 368-0303



**INSTRUCTIONAL AIDES**

Over 21, Inc.  
1479 Fruitvale Avenue  
Oakland, CA 94601  
415/533-0115  
Attn: Willa Lindsay

\$927/mo to start plus vacation, holidays, sick leave, and medical/dental insurance (half-paid for dependents). Will be one of 2 aides working under instructor, teaching self-help, survival, and community integration skills to 10 students. Immediate openings in the Hayward area. Hrs 8:30-4:30 Mon-Fri. Community-based day program for severely disabled adults requires high school graduate. Must be in good health and HAVE EXPERIENCE WITH THE DISABLED. Call for more information or send resume EOE

**TEACHER - RESOURCE SPECIALIST (temp)**

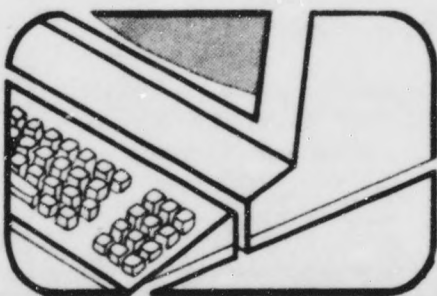
Windsor Union School District  
7650 Bell Road  
Windsor, CA 95492-8998  
707/838-9444  
Attn: Personnel

\$18,609-28,804/yr DOE/DOQ. Teach handicapped students assigned to Resource Specialist Program by a special team. Pupils have individualized education programs but are assigned to regular classrooms for most of the school day. Hrs 8:30 Mon-Fri; 1989-90 school yr. Requires CA Resource Specialist Program credential. Call for district application & information; submit app, resume & placement file by 4pm 11/9/89. AA/EOE

**TEACHERS OF INFANTS & PRESCHOOLERS (3 part-time)**

Southwest YWCA  
13500 Quito Road  
Saratoga, CA 95070  
408/370-1877

Attn: Equoya Thomas / Childcare Director  
\$4,756.25/hr plus free YWCA membership, program discounts, and retirement plan after 1000 hrs of service. Call for appt or send resume; RTJJ. Supervise 12 preschoolers and 4 infants; submit weekly lesson plans in academic & social skills for preschoolers. 28 hrs/wk; mornings & afternoons avail. California's largest childcare provider also has 6 after-school programs at elementary schools. Requires 12 units ECE (may be completing final 6 units). Must be dependable & flexible and work without constant supervision. Preschool teaching experience a plus. EOE

**Electronics/  
Data Processing****COMPUTER TECHNICIAN**

Jaco Computer Products  
528 Weddell Drive, #7  
Sunnyvale, CA 94089  
408/747-1100  
Attn: Chin Su / Sales Manager

\$800-1200/mo DOE; benefits available. Answer customers' technical questions; assist with computer assembly and in areas of general technical support. Hrs 9-5 or 6 Mon-Fri. Computer wholesaler & retailer sells systems & accessories. Computer science background and 6 mos to 1 yr experience preferred. Call for appt or send resume; RTJJ.

Take advantage of the professional organizations or societies in your career field. Go to meetings and get involved. It's a good way to meet people who might help you.

**INSTRUCTOR**

Full-time

**◆ Drama/Theater-Arts ◆**

Lake Tahoe Community College District

MA or MFA degree required.

Contact: Dean of college  
**(916) 541-7452**

Closing date: 11/3/89

AA/EOE

**MACINTOSH COMPUTER OPERATOR**

Hironimus Press  
1580 Huntton Avenue  
Oroville, CA 95965  
916/533-3333  
Attn: Carmen

\$5/hr negotiable DOE/DOQ, + vacation & holidays. Perform desktop publishing work using Macintosh & PageMaker 3.0, do layout, train on Linotronic 300, and scan photos & linework. Great opportunity to learn all aspects of desktop publishing with the latest high-tech equip. 40 hrs/wk M-F. 13-yr-old printing company produces brochures, books, & a variety of projects. Oroville is 70 mi north of Sacramento. Must be reliable, team oriented, proficient in PageMaker 3.0 with Macintosh, and have integrity. College students welcome (work around school schedule). Call for appt (8:30-5:30); RTJJ. EOE

Arrive at the interview prepared with a clean copy of your resume or a complete list of former employers including current addresses and phone numbers, a pen, samples of your work (if appropriate); and if you work with machinery, a list of the types of machines you've worked with and their model numbers.

**MICROCOMPUTER SPECIALIST I**

Los Rios Community College District  
District Office (F/T)  
1919 Spanos Court  
Sacramento, CA 95825  
916/920-7912

Attn: Classified Recruitment

\$2424-3067/mo + 4 wks paid vac, 17 paid hols, and med/dnt ins. Code, design, modify, install, evaluate & maint microcomputer software; use & evaluate hardware & software; and plan system upgrades and/or initial hardware/software configurations. Hrs 8-5 Mon-Fri. Requires 4 yrs higher ed with major in computer science or relevant subject area which included at least 1 yr exp performing above duties (qualifying exp may sub for ed on a yr-for-yr basis). Relevant exp in a CC environment desirable. Request information & district application (7:30-2 Mon-Fri); file by 11/3/89. AA/EOE

**MICROCOMPUTER SPECIALIST II**

Los Rios Community College District  
District Office (F/T)  
1919 Spanos Court  
Sacramento, CA 95825  
916/920-7912

Attn: Classified Recruitment

\$2832-3584/mo plus 4 wks paid vacation, 17 paid holidays, and medical/dental insurance. Provide consultative services to other Microcomputer Specialists and perform analysis/programming of considerable scope/complexity. Hrs 8-5 Mon-Fri. Requires 6 yrs higher education and/or exp in electronic data system study/design/programming (at least 2 yrs of which included increasingly responsible activities equivalent to that of Microcomputer Spcl I with Los Rios). Relevant exp in community college environment desirable. Request information & district application (7:30-2 Mon-Fri); file by 11/3/89. AA/EOE

**PROGRAMMER**

Palomar Software, Inc.  
2964 Oceanside Boulevard, Suite D  
Oceanside, CA 92054  
619/721-7000

Attn: Julie McKeehan / Production Dev Dir  
\$28,000-35,000/yr DOE/DOQ, plus vac, hols, sick lv, and med ins after 90 days. Organize, define & write programs on Macintosh for color graphics products. 40 hrs/wk; very flexible (start when you want and set own hrs). Expanding software company has a friendly, informal environment. Req bachelor's in computer science; ability to interpret codes and concentrate on work; and right to work. Proficiency in 'C' Pascal a definite plus. Experience preferred, but will consider entry-level. Send resume asap; RTJJ.

**Bilingual**  
**Preschool**  
**Teacher**  
The Soledad Union School District is accepting applications for a bilingual preschool teacher. This position will begin immediately.  
Salary \$24,134 - 49,107  
Contact:  
335 Market Street  
Soledad, CA 93960  
or call:  
**(408) 678-3987**  
for application and job announcement.

**TECHNICAL MARKETING ENGINEER (several)**

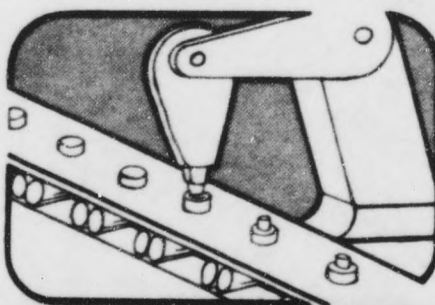
The Santa Cruz Operation, Inc.  
400 Encinal Street / P.O. Box 1900  
Santa Cruz, CA 95061  
408/425-7222

Attn: Michael McNeal / HR Department  
\$50,000+/yr DOE/DOQ, + 10 days vac, paid hols & sick lv, choice of 2 med ins plans, and dnt ins. Evaluate competing products with respect to features, price & performance; execute necessary licensing agreements; and interact with sales team, engineering dept, and the general marketplace. Hrs 8-5 Mon-Fri. 10 yr-old software firm has sales of \$100 million. Req 5-8 yrs exp in computer apps or systems software, strong technical knowl of UNIX, good tech presentation & communication skills, marketing knowledge, and RTW. Knowledge of PC architecture a plus. Call for more info or send resume. RTJJ. EOE

**TECHNICAL SUPPORT ENGINEER**

The Santa Cruz Operation, Inc.  
400 Encinal Street / P.O. Box 1900  
Santa Cruz, CA 95061  
408/425-7222

Attn: Michael McNeal / Human Resources  
\$25,000+/yr DOE/DOQ, + 10 days vac, paid hols, sick leave, choice of medical plans, and dental ins. Work with engr users to solve tech problems using UNIX programs and troubleshoot/diagnose software problems when nec. Positions in UNIX, systems dev, and ofc automation groups. FT or PT betw/8-5 Mon-Fri (flex). 10-yr-old software firm req deg in computer science or equiv exp; 1-5 yrs exp diagnosing computer software systems and working w/UNIX; practical computer programming exp; and ability to work in a fast-paced setting. Must have good com skills and RTW. Call for info or send resume. RTJJ. EOE

**Industrial****ELECTRONICS ASSEMBLERS (temporary)**

Menlo Service Corporation  
1231 Innsbruck Drive  
Sunnyvale, CA 94089  
408/734-4646

Attn: Gary Redding / Operations Manager  
\$9-10.50/hr DOE/DOQ, plus med ins immediately, 1-wk bonus after 2000 straight-time hrs, and 6 paid hols/yr after 44 workdays. Under limited supv, build electrical chassis (assembly mfg). Report to line supervisor. Temporary positions in Sunnyvale & Santa Clara; hrs 7-3 Mon-Fri plus OT. Medium-size independent supplier of contract assemblers is Bay Area leader (since 1949). Req exp in chassis wiring, cable & PWB assembly; and min 3 yrs mil-spec exp. Must be reliable & dependable US citizen with good communication skills. NASA or mil-spec solder certification a plus. Call for appt or send resume; RTJJ.

**INSTRUCTORS**

- History
- Early Childhood Ed
- Mathematics
- English
- Computer Science
- Drafting

Instructors needed, full-time, for above subject matter areas. Requires valid California Community College Instructor's Credential in appropriate subject area. Placement will be on certificated salary schedule DOE/DOQ. Final filing date: 5pm, 11/17/89. (Postmarks not accepted)

Contact:



Sierra College  
Personnel Dept.  
5000 Rocklin Rd  
Rocklin, CA 95677  
**(916) 624-3333**  
ext. 2303

EOE

**BIO-RAD****ENTRY-LEVEL ASSEMBLER**

Bio-Rad Laboratories, Inc.  
1000 Alfred Nobel Drive  
Hercules, CA 94547

Attn: Human Resources, Department 1121  
\$6/hr to start. Continued growth at this leading biotechnology company has created the need for packaging & assembly staff. Join us as we continue to manufacture products for humanity. Full-time positions with an easy North Bay commute. Requires a HS education or equivalent and at least 1 yr work experience in a manufacturing environment. We are looking for well-groomed, motivated people who want to begin a career with a company that has over 30 yrs growth & stability. Send resume & salary history. AA/EOE

**LARGE & SMALL BOOK BINDERY MACHINE OPERATORS (2)**

Hart Bindery  
1622 Remuda Lane  
San Jose, CA 95112  
408/436-0808

Attn: Bruce

\$10+/hr DOE (large); \$6+/hr DOE (small), + bfts (if FT). Large book machine operator will handle flat paper; operate collater, folder, cutter; & work on large computer books. Small book machine operator will run hand punching & closing machine at a steady, fast pace and do some boxing & hand insertion. Room for advancement. Flex PT; 4+ hrs/day (to be arranged); 2 shifts avail. 6-yr-old computer tech specialty bindery req 3-5 yrs exp op/setting up collater, folder & cutter machines (large); 2-3 yrs op small hand punch and closer (small). Must be dependable, hardworking, and have RTW. Call for info. EOE

**LAYOUT PERSON**

OHI Company  
Stockton, CA 95206  
209/466-8921

Attn: Personnel

Excellent wages plus benefits. Journey-level sheet metal layout person needed to set up & operate shears and press brakes. Full-time position with privately owned firm (in business since 1970) requires 4-5 yrs triangulation and radial line development experience. Must be able to read prints and do own take-offs. Call for more information.

**Infant Pre-School  
Family Specialist**

\$118.94 - \$148.20/day

A parent of a disabled child, with exp in early childhood special education programs is needed to participate as a member of a family-professional collaborative team.

Responsible for developing training models, materials, resources & a network of parent trainers to train professionals in family-professional collaboration.

FT position 12/89 - 9/90. Candidates will be considered for Sacramento & Pasadena ofcs. File cover letter & resume by 12/1/89 to:

CJJ Dept G339  
PO Box JOBS, Sacramento, CA 95841

AA/EOE

**MACHINE OPERATORS / ASSEMBLERS**

Creatations in Wood  
1205 Barstow Avenue  
Clovis, CA 93612  
209/297-0233

Attn: Bernie Siomiak / President  
\$5.50/hr. Cut & shape furniture parts, assemble various frames, and operate various machinery (cut-off & multi-rip saws and shaper). Hrs 7:30 Mon-Fri. In business 10 yrs, company has never had a layoff due to lack of work. Requires 2 yrs cabinet or furniture-making experience. Call for appt; RTJJ. EOE

**MACHINIST - JOURNEY LEVEL**

Acro Manufacturing  
2300 Zanker Road, Unit E  
San Jose, CA 95131  
408/435-5515

Attn: Darlene Bannister / Bookkeeper  
\$10+/hr DOE, + full medical plan, vacation, holidays & sick lv after 90 days. Operate & maintain prototype and precision machinery. Hrs 6am-4:45pm Mon-Thu. Company does CNC programming for prototypes & production; hog-outs & casings; and machines materials. Requires 10 yrs exp; knowledge of repair & operation of all types of prototype & precision machines; CDL; DMV printout; own transportation; and RTW. Call for appt; RTJJ. EOE

**BIO-RAD****MATERIAL PACKERS/HANDLERS**

Bio-Rad Laboratories, Inc.  
1000 Alfred Nobel Drive  
Hercules, CA 94547

Attn: Position #CJJ 116/223/221

\$6/hr to start. Package merchandise and work with various production departments. Full-time. High-growth company is a recognized leader in chemical separations, clinical diagnostics, and analytical instrumentation. As we grow, so does our need for people who want to learn our company & products from the ground up. Entry-level position requires experience in a production environment. Stock work or industrial experience helpful. Send resume or apply in person. EOE

**POLY FABRICATOR**

Ultra Fab Technology, Inc.  
911 McLaughlin Avenue  
San Jose, CA 95122  
408/286-4964

Attn: Peggy Connolly / Office Manager  
\$5-16/hr DOE/DOQ, plus negotiable benefits after 90 days. Call for appointment; RTJJ. Weld polypropylene into wet process stations for high-tech industrial use. Hrs 7:30 Mon-Fri plus occasional overtime. 8-yr-old manufacturing company, family-owned & operated, is seeking a team player who is reliable & personable. Poly welding experience required. HS grad or equivalent preferred. EOE

**TRAVEL  
CAREERS**

Train for:

**All Airlines**  
**Hotels-  
(large & small)**  
**Tour &  
Cruise Companies**  
**Travel Agencies**

Classes start Nov 6, 1989  
Call for information

**World  
Academy  
of Travel**

formerly Travel West Academy

1812 Tribute Rd.  
Suite H  
Sacramento, CA  
**(916) 921-9010**



**PRINTING SYSTEMS OPERATOR I**

South County Community College District  
Chabot College  
25555 Hesperian Boulevard / P.O. Box 5001  
Hayward, CA 94540-5001  
415/786-6600  
Attn: Personnel (#MED010)

\$1561/mo + xint bfts. Op offset printing equip & machinery incl presses, platemakers, bindery equip & process camera; apply chemical/dampening agents associated w/offset process; make plates; clean, lubricate & make minor adjustments/minor repairs to equip. Hrs 8-5 Mon-Fri. Must possess satisfactory completion of offset printing courses or exp which provided knowl & skills req to perform assigned duties, or any equiv combination of education & exp. Must demonstrate familiarization w/Multi-graphics TCS-67 or AB Dick 360CD (will be tested at interview). Call for application & info; file by 11/15/89. AA/EOE

**PRODUCTION MIG WELDERS (several)**

Blackwelders  
101 Blackwelder Drive  
Rio Vista, CA 94571  
Attn: Main Plant Office

\$9.13/hr plus vacation and medical insurance after 90 days. Fabricate metal buildings utilizing production MIG welding. Full-time flexible hrs & days (must be willing to work day or swing shifts). Sacramento's leading fabricator of metal buildings has been in business since 1902 and is located on the Sacramento River. Requires 2 yrs experience in production MIG welding. Some tools required. Welding test will be given for rating. Apply in person (7-3:30 Mon-Fri).

**QUALITY CONTROL INSPECTORS (temporary)**

Menlo Service Corporation  
1231 Innsbruck Drive  
Sunnyvale, CA 94089  
408/734-4646  
Attn: Gary Redding / Operations Manager

\$12-15/hr DOE/DOQ. Inspect electronic mechanical subassemblies and precision mechanical assemblies (machine parts) using first-article inspection techniques. 3-mo contracts for positions in Santa Clara & Mountain View areas. Hrs 7-3 Mon-Fri plus overtime. Mid-size independent supplier of contract assemblers is Bay Area leader (since 1949). Requires US citizen with excellent oral & written English communication skills and right to work. NASA solder certification or mil-spec experience a plus. Call for appt or send resume. RTJJ. EOE

**SENIOR FABRICATION OPERATOR**

Micro Linear Corporation  
2092 Concourse Drive  
San Jose, CA 95131  
408/433-5200  
Attn: Kate Styles / Human Resources Admin.  
\$9-11/hr DOE + vac, hols, sick lv, credit union, and med/dnt, vis & life ins. Align mask using Canon proximity aligner and inspect post alignment. Fabrication duties include metal depositions & etch, final inspection, silox depositions, and PCM using HP equipment. Variable full-time hrs Mon-Fri. 6-yr-old IC & semiconductor manufacturer requires 2-4 yrs masking exp and HS diploma. Must be dependable. Apply in person. EOE M/F/V

**WAREHOUSE PERSON**

Azevedo's Laminating Inc.  
165-A Commerce Circle  
Sacramento, CA 95815  
916/925-5610  
Attn: Personnel

\$5/hr (based on skills and learning ability) plus medical/dental insurance after 3 mos. Handle shipping & receiving, stocking, inventory control, and deliveries; operate forklift and various bindery equipment. Hrs 8-4:30 Mon-Fri plus occasional overtime. Company laminates menus for restaurants. Must be dependable & hardworking. Warehouse experience a plus, but willing to train someone with a good attitude. References required. Call for more information. EOE

**SERVICE TECHNICIANS**

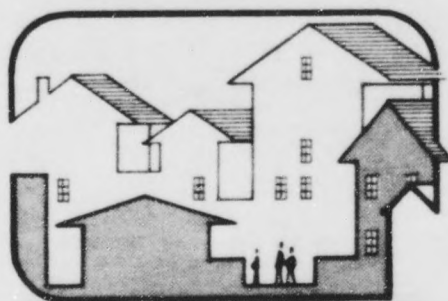
Exciting and challenging entry-level positions exist for general service techs. This growth position requires hard-working individuals with high motivation and a strong desire to learn & excel! This trainee position supports the overall operations in the manufacture of electrical wire and cable. Excellent opportunities to advance quickly for those who are enthusiastic about learning and committed to always giving 100% at whatever they do! Some industrial exp is helpful. Starting salary is \$1215/month with great promotional opportunities! In addition, we offer a very competitive benefits package.

If you are looking for an ideal growth environment and have good work refs, call us to tell us about yourself at:

(415) 569-2012

Mon-Thur only  
between  
9am - 12noon.

ALUSERVE

**Insurance/  
Real Estate****AGENCY SALESPERSON (part-time)**

Farmers Insurance Group  
1471 Saratoga, 2nd floor  
San Jose, CA 95129  
408/252-7770  
Attn: John Taylor

\$30,000+/yr guaranteed commission; group benefits available. Sell multi-line auto, commercial & life insurance; generate leads door-to-door and over the phone. PT training hrs 6-9pm Mon-Fri, set own hrs after training. Potential for full-time position with the nation's 3rd-largest & fastest-growing ins company (\$10 billion in assets). Must be ambitious, outgoing, disciplined, and have own transportation. 4-yr education preferred. Some sales exp helpful. Call for appt or apply in person; RTJJ. AA/EOE

Gum chewing looks and sounds unprofessional and is inappropriate in most offices.

**AGENT**

Mutual of Omaha Companies  
1111 East Herndon Avenue, #213  
Fresno, CA 93710  
800/366-2686 or 209/432-9814  
Attn: Roger DeHart / General Manager

\$25,000-30,000/first-yr potential based on commission, plus med ins after 90 days; tuition assistance avail. Sell complete & modern line including life, health, auto, home & group insurance; mutual funds; pension plan; and more. Management opportunity for those who qualify. Flexible full-time hrs Mon-Fri. Company (in business 90 yrs) carries a full line of modern insurance & financial services. Must have own transportation. No experience necessary; complete training & expense-paid trips to our sales institute available. Call or send resume. RTJJ. EOE

**AGENT / OWNER**

Farmers Insurance Group  
5361 North Pershing, Suite E  
Stockton, CA 95207  
209/474-1101  
Attn: Whit Simpson / District Manager

High 5-figure income possible within 2nd year. Income subsidy to help you start your agency. Farmers Insurance Group of companies is looking for top-notch individuals to develop their own agencies. We will help you build your business with comprehensive training and a guaranteed income program. You can start on a full or part-time basis and earn full commission while you learn. Once you complete training, you will create your own agency. Opportunities available in the Tracy, Stockton & Lodi areas. College degree preferred. Full training provided while you keep your present job. Call or send resume.

**IRRIGATION SPECIALIST  
\$1907-2271 per month**

Position is in the Plant Operations, Grounds Division of CSU Hayward campus. Person will maintain & repair grounds irrigation systems and related equipment; establish & oversee relative preventive maintenance and water management programs; and coordinate the installation of new sprinkler systems and the modification of existing systems.

Must be able to operate various automotive equipment and have a valid CDL, plus 2 years experience in care & maintenance of landscaped areas of general grounds, one year of which shall have been in the maintenance, repair & modification of irrigation systems and equipment.

Deadline to apply: October 27, 1989

Call for an application at  
(415) 881-3634, or send resume to  
CSU Hayward, Personnel Office  
Hayward, CA 94542-3026.

EOE / AA

# Employment L · I · N · E · S

TIMELY CAREER TOPICS AND TRENDS

**Habla Japanese?**

American managers say that Spanish and Japanese are the two main languages to learn for a successful business career during the next 20 years. Such a high interest in the Japanese language is further evidence of Japan's continued influence on American business and its increasing strength as an economic power, says Max Messmer, chairman of Accountemps, which conducted the poll. Spanish was considered the most valuable second language for business, reflecting continued growth in the Hispanic population and its impact on the economy. Other languages and their percentage of response were: Spanish 44; Japanese 33; French 8; Chinese 6; German 5; and Russian 1.

**High-Grossing Grocers**

The dominant industry among the leading private companies in California is the grocery business, according to "California Business" this month. Safeway, Certified Grocers, and Raley's all placed in the top ten of privately-owned firms producing annual revenues over \$1 billion. Here's how they ranked:

Company	1988 Revenue
Safeway Stores Inc.	\$13,600,000,000
Bechtel	4,472,000,000
Levi Strauss & Company	3,120,000,000
Pacific Financial Company	2,088,000,000
Computerland Corporation	2,040,000,000
Certified Grocers of California	1,961,700,000
Restaurant Enterprise Group Inc.	1,200,000,000
Raley's	1,100,000,000
Dillingham Construction	1,022,000,000
A-Mark Precious Metals, Inc.	1,000,000,000

Call back your job prospects regularly. Unless they hear from you, they may think you're no longer interested.

**ALL LIFE AGENT (several)**

Associates Insurance Marketing  
\*Concord, CA 94520  
415/676-2220  
Attn: Mr. Spencer

Agent financing plan (weekly commission check); High income. No prospecting (qualified leads). Proven method of mass marketing. A unique marketing concept. Unsurpassed marketing support. Easy to sell life insurance plus. Minimal client servicing required. IMPOS-SIBLE?? No, it's working nationwide. We're absolutely serious. NO BULL! If you are interested in the kind of oppy most agents dream about, prepare to get excited! We have immediate FT openings in your area. (Assistance in obtaining Life & Disability license avail.) Put yourself in the right place at the right time. Call for appt.

**CASUALTY PRODUCERS (2)**

Farmers Insurance  
2875 Moorpark Avenue, Suite 205  
San Jose, CA 95182  
408/244-0111  
Attn: Gail Troy / Owner

Commission only; \$2000-3000/mo potential income. Call for appt; RTJJ. Leads provided to sell casualty insurance by appt in the San Jose area. Independent contractor for Farmers Insurance. FT or PT, flexible hrs. Must have (or be able to obtain) fire & casualty insurance agent license. Requires own transportation. Must be US citizen.

**CAREER AGENT (several)**

Prudential Insurance & Financial Services  
2105 South Bascom Avenue, Suite 165  
Campbell, CA 95008  
408/371-8680  
Attn: Bea Oats / Recruitment Coordinator

Unlimited income potential; up to \$28,000/yr to start (with established weekly draw). Full benefits upon completion of training (10-15 wks) and transition to full-time. 30-yr-old branch office seeks an energetic person to provide financial planning services, marketing our portfolio. FT, flexible schedule depends on client availability. Must be highly motivated, success-oriented & career-minded and obtain insurance license. Requires CDL, ins, and own transportation. No exp necessary; will train the right person. Call for appt or send resume. RTJJ. EOE

**CLAIMS EXAMINER**

Medical Group Insurance Services  
85 Great Oaks Boulevard  
San Jose, CA 95153  
408/224-5400  
Attn: Joan Graham / Claim Supervisor

\$1500-1800/mo DOE + vac, hols, sick lv, pft shr, and med/dnt & life ins after 3 mos. Process medical & dental claims on Quantel computer; contact customers by phone. Flex hrs, 6:30-8:15 Mon-Thu and 1/2 day on Fri. 20-yr-old CA-based 3rd-party insurance administrator requires a HS grad with 2 yrs medical/dental claim experience. Must have an outgoing personality, be able to write effectively, and enjoy customer contact. Medical terminology background helpful. Call (8-5 Mon-Fri) for appt (bring resume to interview); RTJJ. EOE M/F/H/V



**CAREER OPPORTUNITY**

Build your own insurance agency with Farmers Insurance Group. \$2500 a month for first 2 years with college degree, when you qualify. Complete training and education provided.

For confidential interview, call  
**Paul Hook or Doug Dillard**  
Greater Sacramento Area  
(916) 966-5666

**Mortgage Loan Positions**

**We Need:** Loan Processors  
Funders  
Underwriters  
Shippers

FHA, VA and conventional for long and short-term assignments in the Sacramento area.

**Temporary  
Mortgage Staff  
(916) 684-5770  
7 days a week**



**CUSTOMER SERVICE REPRESENTATIVE**

Gatewood Insurance Agency  
1661 West San Carlos Street, Suite F  
San Jose, CA 95128  
408/298-1614  
Attn: Boyd Gatewood / Owner  
\$1400-2000/mo DOE, + vac, hols, sick lv, and med & life ins. Handle customers' insurance needs (primarily home, personal & auto), maintain client contact, market insurance, and develop prospects for well-established (20 yrs) company. Flexible full-time hrs Mon-Fri. Must be a detail-oriented problem solver. 2 yrs insurance experience preferred. Casualty license helpful but not required. Will take psychological profile test. Continuing training provided. Call for appt or apply in person. RTJJ. EOE

**FINANCIAL SERVICES SALESPERSON**

Jefferson-Pilot Financial Services  
350 University Avenue, Suite 270  
Sacramento, CA 95825  
916/927-5563  
Attn: Dave Borges / Regional Agency Mgr  
Base salary plus bonuses. Outstanding financial sales position offers an excellent opportunity with a large corporation. Full-time position. Must be a local resident with managerial ability & ambition. Business or sales background helpful. Comprehensive 2-yr training program provided. Call for personal interview (9-11am).

**INSURANCE AGENT (several)**

Farmers Insurance Group  
San Jose, CA 95128  
408/249-8182  
Attn: Cathie  
Up to \$30,000/yr to start including commission. Looking for a motivated person to market our life, fire & auto insurance to individuals. Local travel. Full-time, flexible hrs based on client availability. 24-yr-old district office requires CDL, own transportation & insurance. Must be well organized, energetic, willing to work hard, and have a professional appearance. Will be required to obtain insurance license. No experience necessary; will train the right person. College graduate preferred. Call for appointment. RTJJ. EOE

**Labor Market Area —** An area, usually located around a central city, that encompasses both employers and the workers employed. A labor market may extend to the limits around the central city to which workers can commute by public transportation, car pool or personal vehicle.

**INSURANCE SALESPERSON**

Certified Life Insurance - ICH  
220 Country Club Court, #15  
Pacific Grove, CA 93950  
408/373-1567  
Attn: Sam Arman

\$20,000+/first-year earnings (additional bonus possible); medical/dental ins eligibility after 6 mos. Handle field sales including major Medi-Cal, Medicare, supplemental, long-term nursing care, and universal life ins policies. Involves some travel. Flexible full-time. Part of a nationwide organization, company provides leads & training. Requires CDL. No experience necessary. Should be independent and motivated for success. L & D agents & trainees welcome. Call for appt; RTJJ. EEO Employer M/F/H/V

**LOAN OFFICER (3)**

Pacific Inland Financial Inc.  
2571-A Main Street  
Soquel, CA 95073  
408/475-2600  
Attn: Jim / President  
Commission only (based on minimum 50% split) paid weekly; employee-paid medical/dental, vision & life ins available. Call for appt; RTJJ. 3.5-yr-old mortgage company seeks individuals to originate loans; solicit own leads from real estate agents; refinance & originate home loans; make loan calls; and interact with real estate agents & clients. Work in San Jose or Soquel. Full-time, flexible hrs & days. Requires real estate license. Must be outgoing, aggressive, and willing to train newly licensed agents.

**LOAN OFFICER (5)**

Tamda Financial Group  
1361 South Winchester Boulevard, Suite 210  
San Jose, CA 95128  
408/370-9511  
Attn: Chrys

Earn up to \$30,000/yr and more (up to 70% commission); medical/dental insurance available. New organization that provides residential & commercial loan processing services is seeking a highly motivated person to assist clients in loan package selection. Local travel required. Hrs 8-5 Mon-Sat (Sun & 1 other day off). Must be a well-organized team player with a professional appearance, real estate license, CDL, own transportation and insurance. Exp not required; will train an energetic person. Chinese, Filipino, or Spanish-speaking a plus. Call for appt or send resume; RTJJ. EOE

**LOAN & INVESTMENT OFFICERS (2)**

Towne & Country Mortgage Company  
4375 Capitola Road  
Capitola, CA 95010  
Attn: Paul Costa / President  
Commission only (paid weekly); medical/dental, vision & life insurance available. Send resume or apply in person; RTJJ. Loan agent will work with non-conforming & hard money loans and trust deed investments. Investment officer will work with clients seeking short-term, high-yield trust deeds. Clients include trusts, qualified & non-qualified pension plans, and individuals. Markets: includes Monterey, SF Bay Area, and Northern Calif. FT, flexible; work own hrs & days. Mortgage company has a 10-yr track record. Req RE lic, high integrity, good work ethic, CDL, ins, and some related exp.

If you're asked something on a job interview that you think may be on the federal government's list of "illegal questions", you should first consider the intent of the interviewer and then decide if it's in your best interest to answer -- even if a response is not required legally.

**REAL ESTATE AGENT**

Help-U-Sell  
2295-C Feather River Boulevard  
Oroville, CA 95965  
916/532-9393  
Attn: Ed Becker / Broker  
Commission only; income depends on your motivation. Work as an independent contractor. Develop prospects; market all types of real estate, land, and commercial & residential properties; and close sales. Relocate to a close-knit community with excellent recreational opportunities and a low cost of living. Hrs 9-5 Mon-Fri and 10-4 Sat. Company has been serving Gridley & Oroville for 4 yrs and handles all advertising & mass mailers for clients. Requires real estate license. Must be self-motivated. Call for appt; RTJJ. EOE

**REAL ESTATE SALESPERSON**

Medley Realty  
1020 Market Street  
Redding, CA 96001  
916/241-9390  
Attn: Bob Edmondson  
\$25,000/1st year commission DOE/DOQ. Company is increasing sales force to handle this year's sales bonanza. New agents receive extensive training using the newest teaching aids available: formal & informal classes, in the field, and one-on-one. Flexible FT. Must be career oriented, motivated, and have CDL & own transportation. Real estate license desirable, but unlicensed candidates are also encouraged to apply. Call for appointment and more information or send resume; RTJJ. EOE

**REAL ESTATE SALESPERSON**

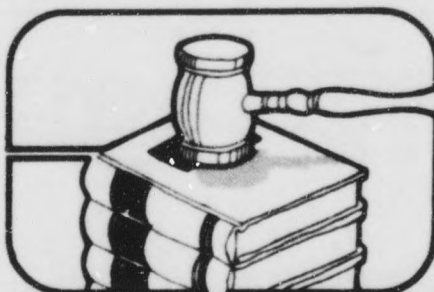
Century 21 TLC Realtors  
1200 Sunnyside Avenue, Suite B  
Clovis, CA 93612  
209/323-1200  
Attn: Nadin White / Owner  
Up to \$5000/mo potential based on commission. Responsible for contacting clients, listing properties, marketing, and floor time. Flexible full-time (hrs vary). Located in the heart of Clovis, company services Fresno, Clovis, and surrounding areas. Requires transportation & insurance. No experience necessary; will train (excellent sales & license training available). Call for interview; RTJJ. EOE

**SALES ASSOCIATE (3)**

Business Team Inc.  
3031 Tisch Way, #400  
San Jose, CA 95128  
408/246-1102  
Attn: Bob Brooks / Vice President  
Commission only (\$20,000-50,000+/1st yr potential + bfts available). As an independent contractor, prospect for listings from businesses & buyers. Flexible full-time. Largest independent brokerage firm in CA has been in business since 1981. Real estate license, CDL, and insurance required. Must be an aggressive problem-solver who is willing to learn and able to work with people and inspire trust. Call for appointment or send resume. RTJJ. EOE M

**SALES ASSOCIATE TRAINEE**

Realty World Masters & Associates  
7450 North Fresno Street  
Fresno, CA 93710  
209/435-3811  
Attn: Rene L. Salazar, Sr. / Broker-Owner  
Straight commission; average \$25,000-35,000 1st yr. Benefits available. Call for appt; RTJJ. Work as a real estate broker; list & sell residential and commercial property. International company is developing a full sales & appraisal staff in this new location (fully computerized office). Great entry-level RE opportunity. FT, flexible hrs. Must be motivated & well-disciplined. RE major preferred. Degree in any field a plus. Full, 200-hr training program offered including selling & management skills (\$160 cost for materials). College students encouraged to apply. EOE

**Legal/  
Public Safety****DEPUTY STATE FIRE MARSHAL (Open Exam)**

California State Fire Marshal  
7171 Bowling Drive, Suite 600  
Sacramento, CA 95823  
916/427-4459 or 427-4186 (TDD)  
Attn: Testing Officer  
\$2733-3451/mo (4% increase 1/90) + retirement, sick lv, & med/dnt ins. Learn fire prevention & enforcement technique; do tech fire prevention & inspection work; review constr drawings/specs, & do related work. FT. Req completion of 15 units of fire tech courses, and 1 yr exp performing tech fire prevention & bldg inspections and fire prevention engr/fire investigations. OR 2 yrs fire suppression exp in a fire dept; OR equiv to coll grad w/major in fire protection/engr, fire svc admin, protection admin & tech, civil/mech/electrical/chemical engr, chemistry, physics, or archt. Call for info (Nov or Dec exam). AA/EOE

When evaluating job offers, be sure to consider the value of the benefit package. One firm might offer a lower salary, but provide more valuable benefits.

**DISPATCHER (part-time)**

Wells Fargo Guard Services  
2010 North 1st Street, Suite 520  
San Jose, CA 95131  
408/436-8667  
Attn: Terry Robinson / Branch Clerk  
\$5.50/hr and up DOE. Duties include (but are not limited to) operating 2-way radio, handling heavy phones, keeping logs, and using 10-code police codes. PT, 7:30-4:30 Sat. Established (100 yrs) security company has 150+ employees. Req HS diploma, good oral & written com skills, knowl of 2-way radio systems, own transportation & home phone, CDL, and RTW. Must be 18, honest, dependable, punctual, self-motivated, and have a neat appearance. Guard card preferred (we can assist you in obtaining one). Bilingual skills a plus. Call for appt; RTJJ. EOE M/F/H/V

**Security Manager**

This full-time management position will direct the internal & external security operations at a 250-bed medical center in Northern California.

The successful candidate will have law enforcement experience and a background in hospital security is preferred.

Salary is commensurate with experience and the benefits are extremely competitive.

For more information or to apply, contact:

**Personnel Department  
Mercy Medical Center  
Clairmont Heights**

P.O. Box 6009  
Redding, CA 96099-6009  
(916) 225-6137



**Mercy Medical Center**

EOE

**LEGAL SECRETARY**

The Boccardo Law Firm  
1111 West St. John Street  
San Jose, CA 95115  
408/298-5678  
Attn: Jacqui Norris / Office Manager  
\$2500/mo + paid parking, and med/dnt ins after 90 days. As secretary to senior partner, handle heavy caseload (discovery through trial). Full-time, 8:30-5. In business since 1934, firm has 75 employees at its downtown location. Requires 3 yrs personal injury experience, Word Perfect 4.2 & calendaring skills, and ability to work under pressure. Legal secretary certificate desired. Call for appt or send resume; RTJJ. AA/EOE

**POLICE / FIRE DISPATCHER**

East Bay Regional Park District  
11500 Skyline Boulevard  
Oakland, CA 94619  
415/531-9300 x2600 or x2604  
Attn: Personnel Department  
\$2112-2397/mo plus district-paid retirement, shift differential pay, fully paid medical/dental & vision care, 17 paid holidays, and many other excellent benefits. Receive calls requesting police or fire assistance. Report to Public Safety Department in Castro Valley. Permanent full-time positions. Ideal candidate will be a HS graduate with telephone or radio experience, 2 yrs recent responsible work exp, clerical skills, and ability to work under high-pressure stress & type 30 wpm. Call for district application & information; file by 11/17. AA/EOE

**POLICE DISPATCHER**

City of Sausalito  
C.O.P.  
P.O. Box 35  
Sausalito, CA 94966  
415/289-4175  
Attn: Message Center  
\$1883-2356/mo plus excellent benefit package. Receive calls from the public and coordinate activities of police & fire emergency services. Full-time shift work (hrs vary). City is located across the Golden Gate Bridge from San Francisco. Requires HS graduation or equivalent. Must be at least 18 yrs of age and able to type. Call or write for application & job flyer; continuous testing. AA/EOE

**POLICE OFFICER TRAINEE**

Oakland Police Department  
455 7th Street, 1st floor, Room 120  
Oakland, CA 94607  
415/273-3338  
Attn: Recruiting Unit  
\$2613/mo during 21-week training academy. \$2736-3300/mo after graduation; xint bfts incl 3-5 wks vac and \$550 uniform allowance. Patrol designated areas, protect people & property, respond to emergency calls, and perform related tasks. FT, 5 days/wk. Full-service police dept provides a variety of special services. Req HS diploma/GED; proportionate weight/height: 20/100 vision correctable to 20/20 in one eye and 20/30 in the other with no color deficiencies; valid unrestricted CDL. Must be a US citizen, at least 20.5 yrs of age with no felony convictions. Call or apply in person (refer to this ad).

**POLICE OFFICERS (Academy Grade & Laterals)**

City of Dixon  
600 East A Street  
Dixon, CA 95620  
916/678-7000  
Attn: Personnel  
\$2061-2505/mo + xint bfts including 7% PERS, up to \$85/mo physical fitness pay, \$460/mo uniform allowance, and education incentive. Responsible for a wide variety of generalist police services. Good opportunities for specialization & advancement. Growing community of 11,000 is next to I-80 and 19 miles west of Sacramento. FT. Req HS diploma or GED, valid class 3 CDL, and US citizenship. Must be at least 21 and have no felony convictions, weight proportionate to height, vision corrected to 20/30, and no color deficiencies. Call or apply in person by 10/27. EOE

**SECURITY OFFICERS**

Central Security Patrol  
1201 West 190th Street  
Gardena, CA 90248  
213/327-1321  
Attn: Jack Lieurance/ Asst Operations Mgr  
Up to \$6/hr DOE/DOQ, plus credit union membership. Guard duties vary depending on location; involves walking, driving golf carts, and stationary posts. 24-hr operation; all hrs available. Company has been in business 10 yrs. Requires valid guard card, telephone, CDL, and own transportation. Must have a positive attitude. Apply in person or call for appointment (no resumes please); RTJJ.

**SECURITY OFFICER (5)**

Bright Star Security Inc.  
20 Pimentel Court, Suite A-15  
Novato, CA 94949  
415/883-2200  
Attn: Greg Molloy  
\$7-7.50/hr to start (uniform allowance included); med ins avail after 3 mos (fully paid after 6 mos). On-site patrol provides protection for construction sites or individuals. Travel within Marin County. Variable full-time shifts plus overtime. 20-person security company (in business 8 yrs) requires a responsible, hard-working US citizen with CDL, DMV printout, own transportation, and insurance. Must be willing to learn. Police academy grad or military/law enforcement background preferred. Call for appt (24 hrs/day); RTJJ. EOE M/F/V

**SECURITY OFFICER**

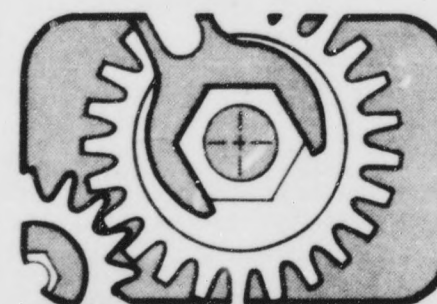
Vanguard Security Services  
3951 Performance Drive, Suite A  
Sacramento, CA 95838  
Attn: Receptionist  
\$5-7.20/hr depending on site, plus supplied uniforms, medical/dental & vision insurance, 1 wk vacation after 1 yr, and credit union. Work for Sacramento's largest contract security firm. Observe, secure & report activity in shopping malls, business offices, hospitals, and industrial sites; file daily activity & incident reports. No weapons required. Full or part-time; hrs & days depend on site. FLEXIBLE HRS TO FIT COLLEGE SCHEDULE. Requires own transportation and in-residence telephone. Must be at least 18 yrs of age. No experience necessary; will train. Apply in person.

**SECURITY OFFICERS**

Cal State Patrol Services, Inc.  
3514 Broadway  
Sacramento, CA 95817  
916/737-0994  
Attn: Office  
\$5-7.50/hr DOE, plus vacation and medical/dental insurance for full-time positions. Stand guard at construction sites, shopping centers, apartment complexes, etc. Armed & unarmed positions available. Full or part-time swing or graveyard shifts. Largest minority-owned security firm in the state (in business since 1971) is headquartered in San Francisco (Sacramento branch office services the Sacramento Valley). Must have valid guard card, social security card, and driver's license. Will train. Apply in person (9-4). EOE

**SECURITY OFFICERS**

Universal Protection Service  
1310 West Collins  
Orange, CA 92668  
714/532-3152  
Attn: Office  
\$5+/hr (depending on job site) + paid training, uniforms, and full benefits for those who qualify. Provide general unarmed security enforcement for our prestigious clients. Duties include monitoring fire, life & safety equipment (travel to various job sites). FT/PT; all shifts available. Southern CA's largest private security firm has POSITIONS AVAILABLE THROUGHOUT ORANGE & LA COUNTIES. Must be 18 or older and have an in-home phone, reliable car, and no felony convictions. Guard exp a plus but not required. COLLEGE STUDENTS & MILITARY PERSONNEL ENCOURAGED TO APPLY. Call for appt or info.

**Mechanical/  
Service & Repair****AIR CONDITIONING SERVICE TECHNICIAN**

Shoreline Mechanical  
1190 Dell Avenue, Suite B  
Campbell, CA 95008  
408/370-9454  
Attn: Personnel  
\$16-21/hr (negotiable) DOE; medical/dental ins after 45 days and pension after 6 mos. Seeking energetic individual to service & repair air conditioning units for commercial & residential customers within a 50-mile radius (transportation provided). Hrs 8-5 Mon-Fri; OT may be necessary on emergency calls. 3-yr-old AC service & repair firm requires at least 5 yrs exp as an air conditioning technician. Must be reliable, highly motivated, and have a professional appearance, DMV printout, and CDL. Call for appt or apply in person; RTJJ. EOE

Your request for a pay raise should be based on your workplace contributions and the salary levels for others in your line of work.

**APPLIANCE TECHNICIAN**

Atherton Appliance Service  
122 5th Avenue  
Redwood City, CA 94063  
415/369-1719  
Attn: Mr. Boris / Owner  
Up to \$35,000/yr DOE, plus commission, choice of profit sharing or hospitalization plan, vacation, holidays and sick leave. Call for appt & personal interview; RTJJ. Repair small & major appliances in customers' homes; new company trucks provided. FT flexible hrs, mostly days (some evenings as needed). Business has been operating since 1949. Requires HS grad or equivalent, minimum 10 yrs exp in appliance repair, basic electrical & mechanical background, and good customer relations skills. EOE



**AUTOMOTIVE AUDIO CONSULTANT**

Al & Ed's Auto Sound  
1171 North Tustin Avenue  
Orange, CA 92667  
714/771-1188  
Attn: Phillip Goldstein  
\$2000-3500/mo DOE, plus vacation, holidays, sick leave, medical & life insurance, and profit sharing. Call for appt or send resume; RTJJ. Be your own boss! Design & install high-end automotive electronics systems including alarms, phones, stereos & speakers. Negotiable hrs 9-6 Mon-Fri & 9-2 Sat. Established in 1954, company has 23 shops. Requires at least 4-5 yrs professional installation experience. Must be sharp!

**ELECTRONICS TECHNICIAN**

ATV TV Service  
1605 West San Carlos Street  
San Jose, CA 95128  
408/995-6777  
Attn: Hugh Tidwell / Operations Manager  
\$10-12/hr + vac, hols, sick lv, and med/dnt ins after probationary period. Seeking field technician for home-service television repair; inspect & repair sets and provide service for customers. Hrs 8:30-5:30 Tue-Sat. Bay Area-based company specializes in TV repair house calls. Req. qualified, fully experienced person with 2 yrs TV repair service exp, legible handwriting, CDL, and DMV printout. Must be pleasant, personable, and have a neat appearance & good verbal communication skills. HS grad preferred. Will take a written test. Call for appt or send resume; RTJJ.

**JOURNEY-LEVEL HVAC SERVICE OR CONTROL TECHNICIAN**

Enterprise Mechanical, Inc.  
3790 Omec Circle, Suite A  
Rancho Cordova, CA 95742  
916/635-0635  
Attn: Service Manager  
Salary DOE, plus vacation, holidays, and medical/dental & vision insurance after 90 days. Service heating, ventilation, & air conditioning/refrigeration systems in commercial buildings. OR be knowledgeable in pneumatic & electrical controls and able to run conduit. Some travel. Hrs 8-4:30 Mon-Fri plus frequent overtime. Large, non-union company installs & services HVAC systems. Requires minimum 1 yr experience installing/servicing HVAC systems, own tools, CDL, DMV printout, and insurance. Must be dependable, reliable, and able to work well with people. Call (7-4:30) for appt asap. EOE

**JOURNEY-LEVEL LOCKSMITH**

O'Neil's Lock & Key  
158 South Main Street  
Milpitas, CA 95035  
408/946-0522  
Attn: Mark O'Neil / Owner  
\$10/hr (negotiable) plus vacation, holidays, and medical insurance after 3 mos. Service commercial accounts; handle keying locks, exit devices, and master keying. Involves travel to Santa Clara County. Hrs 8:30-5:30 Mon-Fri. 10-yr-old business requires self-motivated individual with neat appearance, CDL, DMV printout, own transportation, and good driving record. 3 yrs industry experience preferred. HS diploma a plus. Call (8:30-5:30 Mon-Fri) for more information; RTJJ. EOE

**MACHINIST (2)**

Artron Precision Inc.  
3321 Keller Street  
Santa Clara, CA 95054  
408/727-5828  
Attn: Joe Maciel / Owner  
\$13-15/hr (negotiable) + vac, hols, and med ins. Seeking journey-level CNC to work as manual mill & lethe person; handle mill bandit control and program set-up & run. Hrs 7-3:30 Mon-Fri. Company machines parts for electronics, medical, optical, commercial & military industries. Req at least 5 yrs machinist exp and proof of permanent residency. Call for more info or send resume; RTJJ. EOE M/F/V

**MAINTENANCE MECHANIC**

McCormick & Company Inc.  
1311 Schilling Place  
Salinas, CA 93901  
408/758-2411  
Attn: Barbara Urciuoli / Coordinator  
\$12/hr to start DOE, + med/dnt ins. Troubleshoot, repair & maintain mechanical, electrical & electronic packaging equipment. 8 hrs/day Mon-Fri. Well-established spice processor (in business 100 yrs) requires a highly motivated self-starter; with RTW. 2 yrs industrial exp desired. Call for appt or send resume; RTJJ. EOE M/F/H/V

**MECHANIC**

Saab Factory  
1185 Campbell Avenue  
San Jose, CA 95128  
408/241-7222  
Attn: Dan or Paul  
\$12-18/hr DOE, plus vacation and Kaiser medical & dental ins after 90 days. Handle all aspects of Saab repair & maintenance and diagnose/troubleshoot problems for 10-yr-old Saab repair facility. Hrs 8:30-5:30 Mon-Fri. Requires minimum 2 yrs automotive experience; knowledge of fuel injection, electronics & troubleshooting; CDL; DMV printout; and own tools. Must be hardworking, dependable, and career oriented. CA smog license a plus. Call for appt or apply in person; RTJJ. EOE

# Turning Lemons Into Lemonade

## DRAWING DIVIDENDS FROM DEFEAT

by Charles Dickson, Ph.D.

**W**e all have experienced defeat. It may have been a broken romance, a lost job, a failed exam, or any of a thousand other occurrences. The reason for the defeat is not the problem; how we choose to react to it is what's crucial. Must we remain slumped and listless, or can we salvage from the ashes the materials needed to construct new lives?

Winston Churchill advised, "Success isn't final; failure isn't fatal; it's courage that counts." And, according to Paul J. Meyer, president of Success Motivation Institute, "Ninety percent of all those who fail in life are not actually defeated; they simply quit." What are the options to such surrender that will enable us to enjoy and not merely endure life? Consider the following points taken from the collective experience of those who have not succumbed to failure.

### Rise above self-pity

When misfortune strikes we tend to ask ourselves, "Why me?" It's natural to feel sorry for ourselves. But if we allow self-pity to dominate our mood, it will be more difficult to find the motivation for future endeavors.

I am reminded of the little boy who wanted to know "why the vitamins are in the spinach and not in the ice cream where they ought to be." Sometimes we have no more control over events of our lives than we do over the vitamins in our food.

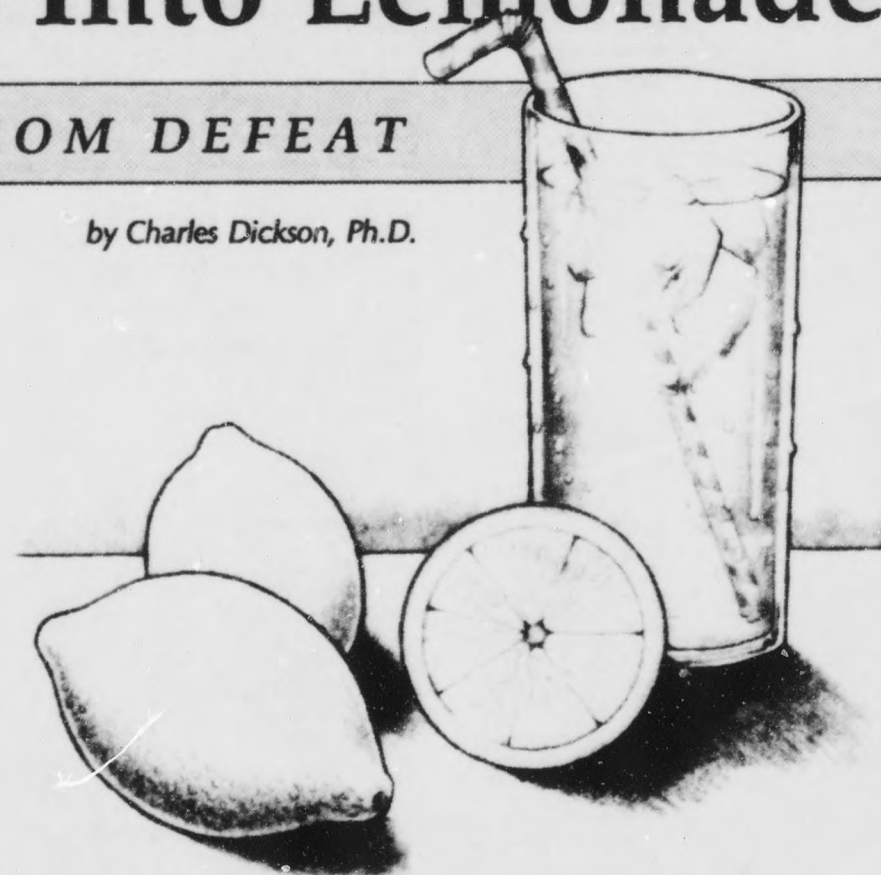
The key is how we use these uncontrollable events. Victor Knowles wrote, "It isn't defeat that makes us fail; it is our refusal to see in the defeat the guide and incentive to success." We must move beyond self-pity if we are to draw dividends from defeat.

### Think positively

When experiencing setbacks, brooding about it isn't the answer. Consider the Swedish immigrant boy in Illinois who, at the turn of the century, sent twenty-five cents to a publishing company for a book on his favorite subject: photography. The publisher made a shipping error and instead sent him a book on ventriloquism. He turned that mistake into something positive by learning ventriloquism and launching a career that made him famous. His name was Edgar Bergen and his accomplice was Charlie McCarthy.

Ralph Waldo Emerson observed, "A man is what he thinks about all day long." If we allow ourselves to think defeatist thoughts, we will become bitter company, but if we deliberately think optimistic thoughts, we will become better individuals.

The famous psychologist William James agreed. He once said, "The greatest discovery of my generation is that human beings can alter their lives by altering their attitude of mind."



*If we allow ourselves to think defeatist thoughts, we will become bitter company, but if we deliberately think optimistic thoughts, we will become better individuals.*

### Use your experiences

Nothing is more depressing than to have one bad event follow another. We feel we're already drowning and now someone is pouring an extra bucket of water on us.

I remember the story of the couple who had a retarded ten-year-old boy. They had spent large sums of money on medication and therapy, but the boy made little progress. To add to their woes, the husband's mother died, leaving an aged father who needed their care. So the couple added to their burden by taking into their home the boy's grandfather. The retarded boy and the grandfather became inseparable friends. The boy started to learn skills that had been regarded as unattainable. Doctors were amazed at the change and could offer no medical explanation, other than to admire the therapy that had taken place as a result of the friendship between a retarded boy and his grandfather.

Continued on page 15

## Advice For The Discharged

by James E. Challenger

If you have recently been discharged, the following steps may help you get onto the job-search track:

1. If you have just been discharged, do not take a vacation, whether or not it may be deserved. By scheduling a vacation, you are taking yourself out of the job market. If you do take a vacation, you may have to account for that time later when a prospective employer wants to know why you were not offered a job during that period.

2. Nevertheless, plan on a "cooling off" period of seven to ten days after discharge before attacking the job market. You need a short time to relax and prepare yourself mentally for a job search. Entering the job market any sooner in an attempt to become quickly reemployed often has the opposite effect of preventing or substantially delaying reemployment. Use the intervening time to make a list of your accomplishments and

formulate an organized plan for conducting a job search.

3. Formulate a sound truthful explanation for why you left.

4. See your friends and ask them to help. Contact everyone you know. Friends constitute the single best source of knowledge about new jobs, even if the job is not within their company. It represents about 40 percent of the potential job market for most people. See your friends in person, not by phone or mail, because they have to help if you are sitting there. Tell them that you want something from them. Some people would call this cashing in on personal relationships, but you have to do it. Now is the time to call in all the chips.

5. Do not stay at home or idle away time waiting for job offers by mail or telephone. You need to attack the marketplace by getting out and interviewing every day.

Interviews win job offers and getting a job is strictly a matter of numbers: The more interviews you go on, the better your chances of winning a new job.

6. Select your primary job targets, but do not see those people the first week. In many cases, a job seeker will waste the best contacts by interviewing with them too soon. You need practice interviewing with your more marginal prospects first before seeking out the best ones. This way, you will learn the types of questions that are asked and what the best true responses should be.

7. Your only job is to find a new job. Consider it a full-time job after the cooling off period, and schedule yourself for six to eight hours a day working on the job search, five days a week. See at least one new company every day, whether or not they have a known job opening. □



**MECHANIC'S HELPER (part-time)**

A. Porter Rents, Inc.  
6240-B Clark Road  
Paradise, CA 95969  
Attn: Ms. Gregory / Office Manager  
Minimum wage/hr. Help FT mechanic on a daily basis to maintain wheelchairs, beds, lifts, walkers, etc. and all other durable medical supplies. Opportunity for advancement. Hrs 8:30-5 Tue-Thu. Company (in business 20 yrs) provides all types of medical supplies for home-care needs. Req HS diploma or GED. Must be flexible, committed, and have CDL & transportation. Some mechanical maintenance exp through job and/or personal experience desired. Senior citizens encouraged to apply. Send resume or apply in person. RTJJ. EOE

**TOOLROOM EQUIPMENT ATTENDANT**

Los Rios Community College District  
District Office (F/1)  
1919 Spanos Court  
Sacramento, CA 95825  
916/920-7912  
Attn: Classified Recruitment  
\$1621/mo plus 2 wks paid vacation, 17 paid holidays, and medical/dental insurance. Under general supervision, receive, store, maintain, repair & issue supplies & equipment to students in the Aeronautics program; perform appropriate custodial duties. Full-time. Requires 2 yrs experience involving maintenance & repair of tools (AA degree in appropriate subject matter may substitute for required experience). Request information & district application (7:30-2 Mon-Fri); file by 11/3/89. AA/EOE

**AMBULANCE DRIVER (4)**

Valley Regional Ambulance  
2020 Lafayette Street  
Santa Clara, CA 95050  
408/248-6273  
Attn: Darren Smith / Owner  
\$900/mo to start DOE/DOQ. Drive basic life-support ambulance (various driver levels DOQ). EMT career development plan available. Various full-time shifts; some overtime. Rapidly expanding company (estd 3 yrs) serves the greater Santa Clara area. Must be highly motivated and have strong interpersonal skills. CDL & DMV printout. No experience necessary. Call for appt. RTJJ. EOE M/F/H/V

Great trials often precede  
great triumphs.

**AMBULANCE EMT-1A (6)**

Valley Regional Ambulance  
2020 Lafayette Street  
Santa Clara, CA 95050  
408/248-6273  
Attn: Darren Smith / Owner  
\$900+/mo to start DOE/DOQ. Drive ambulance and provide life support as required. Various full-time shifts available. Fast-paced, rapidly growing company serving the greater Santa Clara area requires EMT-1A certificate, CDL, and DMV printout. Must be highly motivated and have strong interpersonal skills and good personal hygiene. Experience not necessary. Call for appt. RTJJ. EOE M/F/H/V

**ANIMAL HEALTH TECHNICIAN**

Almaden Valley Animal Hospital  
15790 Almaden Expressway  
San Jose, CA 95120  
408/268-3550  
Attn: Sandy  
\$8.50-10.50/hr negotiable DOE, plus vacation, holidays, sick leave, and medical ins avail for FT employees. Treat hospitalized animals (pre & post-operative care including IV & urinary catheter placement), take X-rays, and perform miscellaneous lab work. Flexible FT or PT; various hrs avail between 7:30am-7pm Mon-Sat. Facility has provided veterinary care for 9 yrs. Must be well-organized & confident and have animal health technician license. Knowledge of birds a plus. Experience not required; will train new grad. Call for appt, send resume, or apply in person. RTJJ. EOE

**CNA**

Valley Skilled Nursing Facility  
2120 Stockton Boulevard  
Sacramento, CA 95817  
916/452-6631  
Attn: Director of Nursing  
\$4.95/hr to start (\$5.15/hr after 3 mos) plus medical/dental & life insurance, 5 days vacation after 1 yr (10 days after 2 yrs), 7 holidays, 8 hrs/mo sick leave, and paid birthday off after 1 yr. Assist nurses with overall care of the elderly. Full-time; 6am-2:30pm, rotating days (3-day weekend every 3 wks). Evening, night & on-call positions also available at 59-bed skilled nursing facility. Must be dependable. Nursing assistant certification preferred. Call for appt, send resume, or apply in person. EOE



## Medicine/ Health Care

**AIDS EDUCATION/STREET OUTREACH WORKER**

Tri-City Health Center  
38355 Logan Drive  
Fremont, CA 94536  
415/794-8848  
Attn: Mario Rivera  
\$1520-1672/mo DOE, plus full benefit plan after 6 mos. Primary care family planning and STD clinic seeks an individual to provide education & information about HIV transmission and prevention in southern Alameda County communities (including in the streets). Full-time; must be willing to work non-traditional hrs. Requires high school diploma or equivalent (college coursework preferred) and experience with IV drug users. Bilingual preferred (English/Spanish). Call for more information or send resume. EOE

**City of Concord**

invites applications for

### ◆ Police Intern ◆ Meet the Challenge...

- ◆ Gain law enforcement experience while in college
- ◆ Earn \$8.04/hour
- ◆ Part-time during school year, full-time during vacation.

File by Friday, 11/3/89

For application and supplement, contact:  
Personnel Dept • City of Concord  
1950 Parkside Drive  
Concord, California 94519  
(415) 671-3433 AA EOE

**Law Enforcement**

### ◆ Now Hiring ◆

**Sheriff's Dispatcher**

- (I) \$2253-2484/mo
  - (II) \$2351-2857/mo
- Training provided  
Final filing: continuous

Contra Costa County  
Sheriff's Department  
651 Pine Street, Room 103  
P.O. Box 391  
Martinez, CA 94553  
(800) 537-2677

**900 JOBS AVAILABLE NOW!!!**

Be Somebody... BE A COP 213/485-LAPD

Join the LAPD

**\$32,400 - \$38,000 Annually**

College Students.....Military Personnel.....

Home to L.A. for the Thanksgiving Holiday?

If you're interested in being considered for selection to the Police Academy by Spring 1990, take advantage of our Special Testing to accommodate your travel schedule!

Take our brief Police Officer multiple-choice Written Test at one of the following locations on **Saturday, November 25, 1989:**

Los Angeles Police Academy 1880 N. Academy Drive (In Elysian Park near Dodger Stadium) 8:00 AM	OR	Foothill Police Station 12760 Osborne Street, Pacoima 9:00 AM
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If these locations are not convenient call 213/386-LAPD or toll free 800/252-7790 ext. 2934 and ask about our OUT-OF-TOWNER PROGRAM which may allow you to complete all Police Officer Testing during one 4 day trip to Los Angeles.

**WANTED**

## CONTRA COSTA COUNTY SHERIFF'S DEPARTMENT

**NOW HIRING**  
**(415) 646-2400**

Tentative Test Date 12/09/89

**"Put a Star in your Future"**

CALIFORNIA STATE POLICE

**Now Hiring**

## ★ POLICE OFFICERS ★

Interested in a challenging career?  
Contact a State Recruiter near you:

Oakland Field Office	(415) 464-1363
San Francisco Field Office	(415) 557-0220
Santa Rosa Field Office	(707) 567-2421
San Jose Field Office	(408) 277-1455
Sacramento Office	(916) 322-3527

## You will face unique challenges as an FBI Special Agent

**Significant work  
breeds special satisfaction**

The FBI is looking for qualified men and women to serve as Special Agents. Applicants must be U.S. citizens, available for assignment anywhere in the United States, between the ages of 23 and 35, and in excellent physical condition allowing the use of firearms and defensive tactics.

Other qualifications also exist. The five entry programs to qualify for Special Agent consideration are:

- **DIVERSIFIED** - A BS or BA degree plus three years' full-time work experience or an advanced degree plus two years' full-time work experience.
- **LAW** - A JD degree from an accredited, resident law school.
- **ACCOUNTING** - A BS degree with a major in accounting. You must have passed the uniform CPA exam or provide certification you are academically eligible to sit for the CPA exam.
- **LANGUAGE** - A BS or BA degree plus proficiency in a language for which the Bureau has a need, particularly Spanish.
- **ENGINEERING/SCIENCE** - A variety of BS degrees are acceptable.

Entry level salary is \$26,261 with additional compensation of \$6,565 for overtime.

If you are interested in being part of the close-knit group that sets the world standard for innovation in law enforcement, contact the Regional Recruiter, Federal Office Building, 11000 Wilshire Boulevard, Los Angeles, CA 90024, (213) 477-6565.



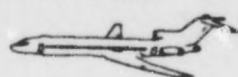
**FEDERAL BUREAU OF INVESTIGATION**

The FBI is an Equal Opportunity/Affirmative Action Employer



## POLICE DISPATCHERS

Up to \$33,410 annually plus night differential.



San Francisco Airport  
needs experienced only  
Call  
(415) 875-8494

EOE

## POLICE OFFICER

Entry-level / lateral  
\$2753 - 3478

Three weeks vacation to start; 12 paid holidays; employer-paid medical, dental, vision care; employer-paid retirement; uniforms & safety equipment supplied; other competitive benefits. Continuous testing.

Call for additional info.

San Francisco  
Bay Area Rapid Transit  
Police Department  
800 Madison Street  
Oakland, CA 94607  
(415) 464-7075

EOE M/F/H/V

Bay Area  
Rapid Transit



## POLICE OFFICER

Immediate openings with the  
City of Napa.

Police Officer /\$2380-\$2896  
Trainee /\$2261  
plus benefits including PERS.

Police Officer position will receive a 5% salary adjustment on 1/1/90. Trainee is non-sworn position attending a POST police academy and upon graduation, assignment is made to police officer. HS diploma or GED, 18 yrs of age, and valid CDL required. Apply to:

P.O. Box 660, 955 School Street  
Napa, CA 94559 (707) 257-9505  
by 11/09/89.

AA/EOE

## Transportation Officers



Currently accepting applications for the Fresno/Sacramento/Salinas areas. Officers to transport prisoners via ground transport. Female applicants encouraged to apply.

### Minimum requirements:

- ◆ POST certificate (PC 832 with firearms)
- ◆ DMV Class B temp permit
- ◆ First Aid & CPR completed
- ◆ DMV printout
- ◆ You must furnish 45 or 9mm automatic with leather
- ◆ Starting salary \$1500/mo with increment raises
- ◆ Vacations
- ◆ Medical available

4097 West Ramsey #42  
Banning, CA 92220  
(714) 849-1505

Tri-County  
EXTRADITION  
EOE

# CAREER OPPORTUNITIES IN LAW ENFORCEMENT

The safety of our nation's cities, towns, and highways greatly depends on the work of police, detectives, and special agents, whose responsibilities range from controlling traffic to preventing and investigating crimes. In most jurisdictions, whether on or off duty, these officers are expected to exercise their authority whenever necessary.

Police and detectives who work in small communities and rural areas have many duties. In the course of a day's work, they may direct traffic at the scene of a fire, investigate a burglary, and give first aid to an accident victim. In a large police department, by contrast, officers usually are detailed either to patrol or traffic duty. Others are experts in chemical and microscopic analysis, firearms identification, and handwriting and fingerprint identification. In very large cities, a few officers may work with special units such as mounted and motorcycle police, harbor patrols, helicopter patrols, canine corps, mobile rescue teams, and youth-aid services.

Detectives and special agents are plainclothes investigators who gather facts and collect evidence for criminal cases. They conduct interviews, examine records, observe the activities of suspects, and participate in raids or arrests.

The Federal Bureau of Investigation's (FBI) special agents investigate violations of federal laws in connection with bank robberies, theft of government property, organized crime, espionage, sabotage, kidnapping, and terrorism.

Special agents employed by the U.S. Department of the Treasury work for the U.S. Customs Service; the Bureau of Alcohol, Tobacco, and Firearms (ATF); the U.S. Secret Service; and the Internal Revenue Service (IRS). Secret Service agents protect the President, Vice President, and their immediate families, presidential candidates, ex-presidents, and foreign dignitaries visiting the United States. Secret Service agents also investigate counterfeiting and the fraudulent use of credit cards. The IRS investigates the forgery of government checks or bonds, and the agents collect evidence against individuals and companies that evade the payment of federal taxes. Customs agents enforce laws preventing the illegal smuggling of goods across the U.S. border. ATF agents might investigate a bombing or the illegal sale of guns.

"We're the 'Untouchables,'" says Ron Wolters, an ATF special agent for 20 years and head of the San Francisco district office for the Western states. Wolters says the recent rash of abortion clinic bombings has kept his 2,000 agents busy, as well as the increased number of drug busts involving weapons.

The California Highway Patrol police highways and enforce laws and regulations that govern their use. They issue traffic citations to motorists who violate the law, apprehend drunk drivers, and give emergency medical assistance. They write reports which may be used to determine the cause of the accident. They also check the weight and safety of commercial vehicles.

The California State Police protect all state property and elected officials such as the governor. State police are on duty in the Capitol building round-the-clock and patrol the surrounding grounds on horseback. They have two airplanes which patrol the state aqueduct, stretching from Oroville in Northern California to Riverside in the south.

City and county police work is the most public-intensive law enforcement occupation of all. Police on patrol become an important part of their communities. They note suspicious circumstances on their beats and watch for stolen vehicles or traffic violations. They're called into all kinds of emergency situations including burglaries, shootings, and noise complaints. They also assist the fire department in emergency situations.



*Police on patrol are called into all kinds of emergency situations including burglaries, shootings, and noise complaints.*

## Employment

All law enforcement occupations together accounted for 489,000 jobs in 1986. Most were employed by local governments, primarily in cities with more than 25,000 inhabitants. Some cities and counties have very large police forces, such as Los Angeles which employs over 8,000 officers, while hundreds of small communities employ fewer than 25. CHP and state police agencies employ about 10 percent of all police, detectives, and special agents; various federal agencies, particularly the Treasury Department and

the Federal Bureau of Investigation, employ an additional five percent. There are about 17,000 state and local police departments in the nation.

## Qualifications, Training, and Advancement

Civil service regulations govern the appointment of police and detectives in practically all states and large cities and in many small ones. Candidates must be U.S. citizens, usually at least 21 years old, and must meet rigorous physical and personal qualifications. Eligibility for appointment depends on performance in competitive written examinations as well as education and experience. Physical examinations often include tests of vision, strength, and agility.

Because personal characteristics such as honesty, good judgment, and a sense of responsibility are especially important, candidates are interviewed by a senior officer, and their character traits and background are investigated. In some police departments, candidates also may be interviewed by a psychiatrist or psychologist, or be given a personality test. Many applicants are given lie detector examinations and drug tests.

In large police departments, where most jobs are found, applicants usually have a high school diploma. An increasing number of cities and states require some college training, and many hire law enforcement students as police interns.

To be considered for appointment as an FBI special agent, an applicant must be a graduate of an accredited law school or a college graduate with a major in either accounting, engineering, or computer science; be fluent in a foreign language; or have at least three years of full-time work experience. Applicants must be U.S. citizens, between 23 and 35 years of age, and willing to accept an assignment anywhere in the United States. They also must be in excellent physical condition with at least 20/40 vision in each eye and 20/20 corrected vision. All new agents undergo 15 weeks of training at the FBI academy at the U.S. Marine Corps base in Quantico, Virginia.

Applicants for special agent jobs with the U.S. Department of the Treasury must have a bachelor's degree, or a minimum of three years of work experience of which at least two are in criminal investigation, or a comparable combination of experience and education. Candidates must be in excellent physical condition and be less than 35 years of age when starting the job. Treasury agents undergo eight weeks of training at the Federal Law Enforcement Training Center in Glynco, Georgia, and another eight weeks of specialized training with their particular bureau.

California State Police applicants must have a high school diploma and pass psychological, physical agility, and entry examinations. Selected candidates then spend 18 weeks at the state academy in either Sacramento or Modesto.

Many community colleges and state universities offer programs in law enforcement or administration of justice. Other courses

Continued on page 17



**CNA / NA**

Hy-Lond Convalescent Hospital  
1900 Coffee Road  
Modesto, CA 95355  
209/526-1775  
Attn: Marsha Magin / Staff Developer  
Salary DOE, plus childcare assistance, tuition reimbursement, uniforms, vacation, holidays, sick leave, and medical/dental insurance. Assist nurses and provide direct patient care at 120-bed SNF. Full-time, 6am-2:30pm or 2-10:30pm (rotating schedule with every 3rd weekend off). CNA preferred, but training provided for certification. Call for appt. EOE

**CORRECTIONAL CARE NURSE**

Solano County  
580 Texas Street  
Fairfield, CA 94533  
707/429-6321  
Attn: Personnel Department  
\$2374-2885/mo plus excellent benefits. Incumbents work with inmates and wards of the court residing in juvenile hall, within the framework of established medical policies and protocol. FT or PT, various shifts available. Requires RN with 1 year recent clinical experience. Call or apply if person; continuous filing until filled. AA/EOE

**CORRECTIONAL OFFICER NURSE**

Sutter County  
463 Second Street / P.O. Box 1555  
Yuba City, CA 95992  
916/741-7113  
Attn: Personnel Department  
\$1994-2480/mo. SUTTER COUNTY HAS ADOPTED A NEW PROGRESSIVE SALARY SCHEDULE FOR NURSING CLASSES. Perform jailer duties at Sutter County Jail; obtain necessary information for booking prisoners and provide general nursing care for jail inmates. Full-time. Requires valid license to practice as an RN in the state of CA, and valid CA driver's license at time of appointment. Training in physical & psychological assessment desirable. Call for appointment or apply in person; OUF. EOE

**COUNSELOR**

FamiliesFirst, Inc.  
502 Mace Boulevard, Suite 8  
Davis, CA 95616  
Attn: Counselor  
\$6.10/hr training wage; then \$6.71/hr plus full benefits after 3 mos. Seeking qualified, energetic applicants for the direct care of 6 severely emotionally disturbed boys (ages 10-14) in a Residential Treatment Program. Full & part-time positions available. Requires BA degree in social science. Exp preferred. Xint opportunity for training. Send resume. EOE

**DENTAL ASSISTANT**

Drs. Grabe, Schapansky, Moss & Claypool  
6009 North 1st Street, Suite 104  
Fresno, CA 93710  
209/431-1400  
Attn: Rosemary Pfeiffer / Manager  
\$1400-1600/mo + vac, hols, sick lv, med/dnt ns, pension & pft shr. Provide clinical assistance including setting up trays, cleaning instruments, maintaining equipment, and handling patient relations, record charting, treatment presentation & X-rays. Flexible full or part-time schedule including Sat. Established dental group practice has 4 dentists, a modern facility, and excellent patient base. Requires 2DA with 2 yrs experience in 4-hand dentistry. Must have a professional appearance. Call or send resume; RTJJ. EOE

**FT Experienced Dialysis RN**

For the Fairfield Dialysis Clinic.  
Evening shift. 7% differential paid.  
Excellent benefits. Send resume:  
1710 Pennsylvania Avenue  
Fairfield, CA 94533

**Dialysis Chief Technician**

Experienced, preferably state certified. Expert technical skills required with good organization & management skills. Excellent working conditions and benefits. Salary negotiable. Send resume to:  
Block & Block Dialysis  
3230 Beard Road  
Napa, CA 94558

**Nurse/PHN/CHR Coordinator**

to work with Indian Health Project in Oroville. Must have PHN license.

**PHN**

to work in Willow clinic.

We offer a competitive salary & excellent benefits. Please call or send resume to:

Northern Valley Indian Health  
2167 Montgomery Street  
Oroville, CA 95965  
(916) 534-8440

Native Americans are encouraged to apply.

EOE

**DENTAL HYGIENIST (part-time)**

Carolyn Hitchcock, DDS  
10301 South DeAnza Boulevard  
Cupertino, CA 95014  
408/253-0153  
Attn: Hilary  
\$200/day. Seeking an energetic general dental hygienist. PT: 9-6 Mon, 8-5 Tue, and 10-7 Wed. 5-yr-old dental practice provides many non-surgical periodontal services. Must be a reliable, dependable registered dental hygienist with expanded knowledge of hygienist functions, state license, and a professional appearance. Call for appt (10-5) or send resume; RTJJ.

**DENTAL OFFICE MANAGER**

Dental Health Associates  
San Jose, CA 95132  
408/272-1717  
Attn: Dr. Oyedele / Owner  
\$2200-2500/mo DOE, + vac, hols & med/dnt ins after probationary period. Supervise employees and all phases of office operations (billing, customer service, directing patients, and insurance forms/claims). Hrs 9-6 Mon-Fri. Busy dental practice (estd 9 yrs) requires HS grad with dental office manager exp, good written & verbal communication skills, a professional appearance, and RTW. Must be a take-charge person with a positive attitude and good client rapport. Call for appt (bring resume to interview); RTJJ.

At interviews, always try to speak positively about previous job experiences. Instead of complaining (even if it is justified) about a previous employer, show that you know how to turn lemons into lemonade!

**DIETARY SUPERVISOR**

Shadowbrook Convalescent Hospital  
1 Gilmore Lane  
Oroville, CA 95966  
916/534-1353  
Attn: Shirley Donahue / Dietary Supervisor  
Salary DOE, plus medical insurance, vacation, holidays & sick leave. Supervise a small dietary staff, purchase food & supplies, maintain budget, and perform related duties. Hrs 8-5 Mon-Fri. 50-bed SNF requires certified dietary supervisor (or eligibility for certification). Experience in a hospital or related setting preferred. Apply in person or send resume. EOE

**DIRECTOR OF NURSING**

Live Oak Care Center  
2990 Soquel Avenue  
Santa Cruz, CA 95062  
408/475-8832  
Attn: Joe  
Minimum \$45,000/yr and up to start (negotiable DOE) plus relocation & housing assistance and comprehensive benefit package. Use your strong leadership skills to take charge of the nursing department and create your own ideal working environment. Flexible full-time. Skilled nursing & intermediate care facility requires licensed RN with minimum 3 yrs DON experience, at least 6 yrs long-term care exp, and budget operations & good supervisory exp. Must have knowledge of Medicare, Medi-Cal, rehabilitation, Medicare billing systems, and Title 22. Call for appointment or send resume.

**Medical Transcriptionist**

needed in Daly City.  
Must have computer knowledge & Word Perfect experience.  
Prefer radiology transcription background.  
Good benefits.  
Contact Helene at:  
415/883-1218

**CLINICAL PSYCHOLOGIST / PHYSICIAN'S ASSISTANT**

Immediate openings. Good salary. Excellent benefits. Applicants must be U.S. citizens under age 35 (P.L. 93-350). For hard-to-fill positions, an age waiver may be granted up to age 39. Applicants should be fully qualified in their field of expertise. A full background investigation will be conducted.

FEDERAL CORRECTIONAL INSTITUTION  
P.O. Box 3907  
1299 Sausalito Ave  
Terminal Island, CA  
90731-0207  
(213) 831-8961 ext 213/214

**HEALTH EDUCATION DIRECTOR**

East Valley Community Clinic  
2470 Alvin Avenue, Suite 3  
San Jose, CA 95121  
408/274-8400  
Attn: Carmen Jimenez  
\$27,000-32,000/yr + med/dnt ins, and vac & sick lv after 3 mos. Resp for organizing, planning, implementing & evaluating agency's public info & awareness program (focusing on prevention of sexually transmitted diseases, AIDS education & prevention, and birth control). Hrs 9-5 Mon-Fri. Private nonprofit health-care clinic w/emphasis on primary health care serves low-income families in East San Jose. Requires MA in public health ed or closely related field. Desire knowl of marketing methods/strategies & staff supv/pgm planning and bilingual skills (English/Spanish). Send letter of interest & resume. EOE M/F/H/V

**INSURANCE CLERK**

Thorngate Medical Group  
1011 Cass Street, #201  
Monterey, CA 93940  
408/373-3166  
Attn: Jean Reynolds  
\$1100/mo to start DOE, + 2 wks vac, uniform allowance, and med/dnt ins after 90 days. Handle various insurance billing (primarily Medicare & Medi-Cal), answer phones, provide some assistance at appt desk, and answer patients' questions. Full-time, 8:30-5. 10-person firm (located near downtown) requires some typing experience, a neat appearance, and pleasant personality. Must be highly motivated. Some medical experience and knowledge of medical terminology a plus. Call for appt or send resume; RTJJ.

**MEDICAL ASSISTANT (part-time on-call)**

Sacramento Valley Orthopedic Center  
3835 J Street  
Sacramento, CA 95816  
Attn: Kathi  
\$6.75/hr. Assist doctor with back office duties. PT on-call; variable hrs. Outpatient medical facility (in operation 30+ yrs) has 6 orthopedic surgeons. Requires licensed medical assistant or LVN. Must be energetic & dependable. Minimum 1 yr medical office experience preferred. Send resume or apply in person (2-5 Tue-Fri). EOE

**MEDICAL ASSISTANT AND/OR LVN (2)**

Gridley Medical Group, Inc.  
P.O. Box 756  
Gridley, CA 95948  
916/846-5655  
Attn: Debbie McVey  
\$5/hr DOE (med asst), \$8.50/hr DOE (LVN); + med/dnt & vis ins. Assist doctor in hands-on patient care, take vitals, keep records, weigh patients, and prepare lab work. May travel 6 miles to other location. Hrs 8-6 Mon-Fri plus occasional overtime. Family practice has 5 physicians who have served the Gridley area for 20 yrs. Requires CA certification; ability in all areas of patient care including taking blood pressure & weight and drawing blood; CDL; and own transportation. Must be a dedicated, reliable, self-motivated fast learner and problem solver. Send resume; RTJJ. EEO Employer

**PROGRAM DIRECTOR / QMRP**

for 45 ICF-DD clients. Must have min 1 yr exp in program implementation for developmentally disabled, and 2 yrs experience/training in the care of developmentally disabled.  
We offer competitive salary negotiable based on experience plus comprehensive benefit package which includes medical & dental insurance.

Contact:

**Woodland Skilled Nursing Facility**

678 3rd St, Woodland, CA 95695  
(916) 662-9643  
EOE

**VALLEY MEMORIAL HOSPITAL****SURGERY CHARGE NURSE Full-time Day Shift**

Reach for your potential and join the management team noted for excellence in Patient Care Delivery. Growing comprehensive health care system located in the East Bay now offering top salary, benefits and career opportunities. Seeking BSN-prepared candidates with 3-5 years OR Acute Care experience.

Send resume to:

VALLEY MEMORIAL HOSPITAL  
1111 E. Stanley Boulevard  
Livermore, CA 94550  
(415) 447-7000  
Equal Opportunity Employer

**PARAMEDICS (3-6)**

Peninsula Paramedic Service, Inc.  
P.O. Box 1399  
San Jose, CA 95121  
408/394-4433  
Attn: Joy Sinnott / Paramedic Coordinator  
\$24,500/yr to start + xint bfts. Respond to 911 emergency calls; treat & transport ill & injured patients in the greater Monterey & King's City areas. FT; various 24-hr shifts. Expanding company has a high standard of excellence and growth opportunities. Requires ambulance driver, ACLS, medical examiner & CPR certificates; CA state certification or completion of paramedic course; CDL; and DMV printout. No exp req. Must be clean, reliable, good with people, physically able to perform job duties, have good morals, and follow aggressive field treatment protocol. Call for appt; RTJJ. AA/EOE M/F/H/V

**PHARMACIST**

Vest Drug Inc.  
1831 Chester Avenue  
Bakersfield, CA 93301  
805/324-9662  
Attn: George Xezonatos / Owner  
\$23/hr plus medical & life ins, 5 vacation days, and 4 holidays after 90 days. Read prescriptions and dispense dosages; some consultation (minimal public contact). Flexible full-time hrs plus overtime, some weekends, and holidays. Open 7 days/wk. 41-yr-old downtown-area drugstore requires pharmacy degree and CA pharmacist license. Must have a good attitude. Experience helpful but recent graduate acceptable. Send resume; RTJJ. EOE

**PHYSICAL THERAPIST**

Fairfield Physical Therapy Center  
1930 Pennsylvania Avenue  
Fairfield, CA 94533  
707/429-5423  
Attn: Geraldine Morrison / Owner  
Salary DOE, plus cafeteria plan withholding benefits (medical/dental, vision & life), vacation, holidays, sick leave, 401K profit sharing, and cash production bonuses. Administer physical therapy and treat patients; responsible for evaluation & treatment planning. Full-time Mon-Fri. Join a growing physical therapy and sports medicine clinic with 3 central Solano County locations. Must graduate from an approved school and hold a valid CA physical therapy license. Call for more information or send resume. EOE

**◆ RN & LVN ◆**

80-bed SNF needs an RN for weekend relief (7-3:30pm Sat & Sun) and a part-time LVN (3-11pm shift).

We offer competitive salary and xint working conditions.

Contact the DON at:

Church Lane Convalescent  
1900 Church Lane  
San Pablo, CA 94806  
(415) 235-5514

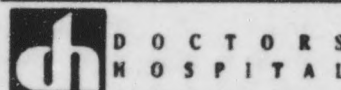
**Surgery Nurses O.R. Technicians Grow With Us!**

Our expanding, 137-bed acute care facility, part of the progressive National Medical Enterprise Network, is currently seeking a number of qualified surgery personnel to fill full-time positions within our active OR Department.

Successful applicants will possess appropriate licensure/certifications along with previous experience within the position for which they are applying.

To obtain additional information or arrange a personal interview, please contact the Personnel Department: (415) 741-2448.

Equal Opportunity Employer



2151 Applian Way • Pinole, CA 94564

A National Medical Enterprises Health Care Facility

**PHYSICAL THERAPIST**

Mercy Medical Center, Mt. Shasta  
P.O. Box 239  
Mt. Shasta, CA 96067  
916/926-6111  
Attn: Gary Blevins  
Excellent salary & benefits. Seeking a dynamic physical therapist for growing department to provide physical therapy services for acute care & SNF patients. Unique opportunity to work in a small dept in a beautiful mountain community; ideal oppy for a motivated therapist who wants a high quality of living both at work and outside the workplace. Full-time. Mt. Shasta has a host of recreational activities including skiing, backpacking, hunting, fishing, windsurfing, boating, and much more. 33-bed acute care & 43-bed SNF requires CA licensed physical therapist. Call or send resume.

"Nothing is really work unless you would rather be doing something else."

-James Matthew Barrie

**PHYSICAL THERAPY ASSISTANT**

Fairfield Physical Therapy Center  
1930 Pennsylvania Avenue  
Fairfield, CA 94533  
707/429-5423  
Attn: Geraldine Morrison  
Competitive salary DOE. Excellent benefits including vacation, holidays, sick leave; medical/dental, vision & life insurance; cafeteria withholding benefits; cash production bonuses; and 401K profit-sharing plan. Join a growing physical therapy and sports medicine clinic with 3 Central Solano County locations (Vacaville/Fairfield). Administer physical therapy and treat patients. Full-time Mon-Fri. Must be CA licensed physical therapy assistant. Only Calif LPT assistants need apply. Call for appt or send resume. EOE

**QMRP/ Program Director**

for 56-bed ICF/DD facility serving developmentally disabled (physically handicapped) adults (ages 17-49). Requires BA degree, 1 year experience or training in the care of DD, and must be able to meet federal & state requirements. Position requires organizational and public relations skills to coordinate team of professionals in planning, supervising and coordinating of clients' individual program plans.

Call Sharon at:

(916) 927-1802

between 10am &amp; 4pm weekdays only.

**VETERANS HOME AND MEDICAL CENTER**

Located in beautiful Napa Valley Wine Country, serves patients in 3 levels of care: 40 acute care patients, 302 SNF patients, and 318 ICF patients.

**Registered Nurses needed for:**

- ICU/CCU
- Medical/Surgical
- Skilled
- Intermediate

**Competitive salary + excellent benefits:**

- Health Insurance
- Dental Insurance
- Vision Care Insurance
- 13 Holidays
- Sick Leave
- Vacation
- Retirement Plan
- Shift Differential

Requires CA State RN license. To apply, send app/resume to:

Veterans Home of California  
Personnel Service  
Yountville, CA 94599  
or contact Ben Robinson  
(707) 944-4706

EQUAL OPPORTUNITY EMPLOYER



**PHYSICIAN'S ASSISTANT - FNP (part-time)**

East Valley Community Clinic  
2470 Alvin Avenue, Suite 3  
San Jose, CA 95121  
408/274-8400  
Attn: Carmen Jimenez

\$16.21/hr. Responsible for physical diagnoses, psycho-social assessment, management of health & illness needs in primary care; and integrating health maintenance and disease-prevention treatment of common episodic & chronic problems. Flexible PT. Private non-profit health clinic serves low-income families in East San Jose and emphasizes primary healthcare. Requires physician's assistant license. Bilingual skills (English/Spanish) and 2 yrs experience in a community clinic setting desired. Send letter of interest & resume. RTJJ. EOE M/F/H/V

Apply yourself to your job  
search and searching won't  
be your only job!

**REGISTERED DENTAL HYGIENIST (part-time)**

Martin G. Nelson, DDS  
2100 Hilltop Drive  
Redding, CA 96002  
916/222-5803  
Attn: Jan

\$140/day DOE/DOQ, plus medical/dental insurance and pension for full-time employees. Set own appointments with patients; clean teeth and teach proper dental hygiene. Flexible PT days Mon-Fri; could become FT. Progressive, established practice has new offices. Requires dental hygienist license from an accredited school. Call for appt and more information or send resume. RTJJ.

**REGISTERED DENTAL HYGIENIST (2)**

Dr. Neal Hoffman  
Santa Clara, CA 95050  
408/243-4473

Attn: Gerrie Silva / Office Manager  
\$215 PER DAY! Benefits include vacation, holidays & sick leave after probation. Perform non-surgical periodontal services such as fluoride treatments, teeth cleaning, and teaching proper dental hygiene. Hrs 8-5 Mon-Thu. Established general dentistry family practice was passed from father to son 5 yrs ago. Requires dental hygienist license from an accredited college and proof of right to work. Must be dependable, patient oriented, and have a professional appearance and positive, upbeat personality. Exp preferred, but not req. Call for appt, bring resume to interview.

**RNs/LVNs-Relief**

Competitive salary (including pay differential for night shifts) plus complete benefits pkg including paid vacation, sick leave, and 7 holidays. Join our 140-bed SNF. Newly expanded facility needs nurses to provide long & short-term care to patients of all ages. Relief positions; all shifts avail. We have a friendly staff and are located in a scenic, small-town gold country community. Must have a current CA RN/LVN license. New grads welcome! Call the Dir of Nursing to apply.

**Kit Carson Convalescent**  
811 Court Street  
Jackson, CA 95642  
(209) 223-2231

**RN (2)**

Crestwood Manor  
2201 Tuolumne Street  
Vallejo, CA 94589  
707/552-0215

Attn: Minda Dizon / Director of Nursing  
Competitive salary DOE, plus 2 wks vacation after 1 yr, holidays, sick leave, and medical/dental insurance. Charge nurse positions pass medications, admit & discharge patients, and perform related duties. Full-time rotating days, 10pm-6:30am or 2-10:30pm (4 days on, 2 days off). 102-bed locked psychiatric facility requires CA licensed RN. Must be CPR certified. Psychiatric experience preferred. Call for appointment. EOE

**RN / LVN (3)**

Arbor Convalescent Hospital  
900 North Church Street  
Lodi, CA 95240  
209/333-1222

Attn: Director of Nursing  
\$10/hr to start (LVN), \$14/hr to start (RN); + 5 vac days/yr, 5 hols, 6 days sick lv, credit union, and med/dnt ins. We are expanding our staff for a new rehab section. Charge nurse position responsible for passing medications, giving treatments, documentation, follow-up, and supervising CNAs. Optly to work with a very open & supportive administration. CE units available. Full or part-time, 3-11pm or 11pm-7am (RN only); PT, all shifts. 152-bed SNF req RN or LVN license. Experience not required. Orientation provided. Call for appt or apply in person.

There's no room larger than  
the room for improvement.

**RN****Night Shift**

Join the management team  
where quality makes a difference.

- Excellent pay
- Excellent benefits
- Excellent educational opportunities
- 2-week orientation which includes transition program & long-term care
- Computerized care plans & weekly summaries

A caring, supportive administration. Come experience the Sutter Difference. Full-time, part-time, per-diem positions available.



Call Juanita Ponton  
Nurse Recruiter  
(916) 733-3839

**Sutter Oaks  
Nursing Centers**

A Sutter Health Affiliate EOE

**RN / LVN**

Paradise Convalescent Hospital  
7419 Skyway  
Paradise, CA 95969  
916/877-7676

Attn: Personnel Office  
Competitive salary DOE, plus great benefits. Small, 44-bed skilled nursing facility, located in a beautiful mountainous community close to recreational areas, seeks individual to be responsible for supervising assigned shift and ensuring quality care. Full or part-time flexible schedule. Requires RN/LVN license. Call for appointment or send resume. EOE

Keep your personal problems  
out of the office.

**RNs**

Mid-Columbia Medical Center  
19th and Nevada Streets  
The Dalles, OR 97058  
503/296-1111 x393

Attn: Human Resources  
Excellent salary plus benefits including on-campus childcare center. Modern progressive hospital located in beautiful Columbia River Gorge has openings in OB (full-time night shift) and ICU/Med-Surg/Peds (full & part-time; all shifts available). Enjoy a sporting environment and family living in a rural community that offers very affordable housing. JCAH-accredited hospital requires Oregon RN license. New graduates encouraged to apply. Call for appt or send resume. EOE

**SOCIAL WORKER**

FamiliesFirst, Inc.  
502 Mace Boulevard, Suite 8  
Davis, CA 95616

Attn: Residential Treatment Program  
\$29,700/yr to start plus full benefit package. Seeking energetic, capable team member to supervise bachelor's degree-level staff, prepare treatment plans, and provide family therapy for 6 emotionally disturbed boys (ages 11-14). Work in one of 5 therapeutic residences. Full-time Mon-Fri. Psychiatric residential treatment program requires MFCC or LCSW with good clinical & managerial skills. Send resume. EOE

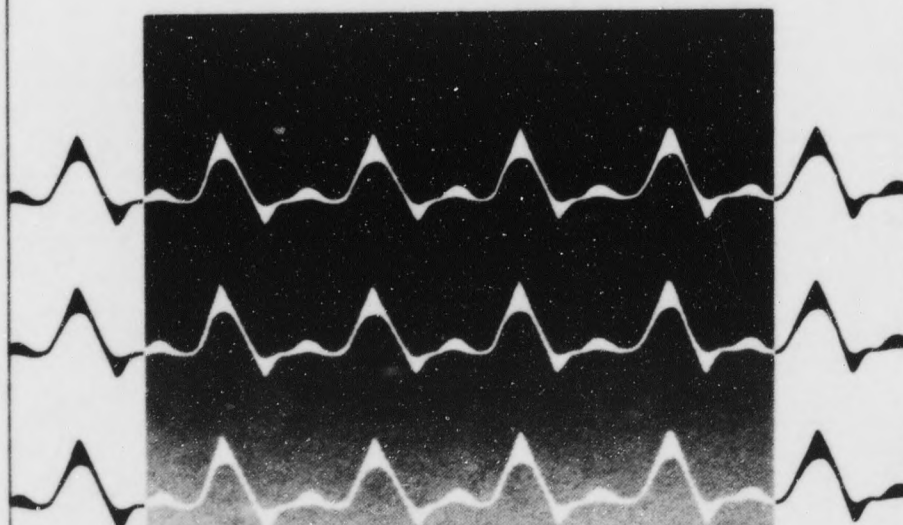
**X-RAY TECHNICIANS**

Med-7 Urgent Care Center  
4156 Manzanita Avenue  
Carmichael, CA 95608

Attn: Fran Hendren / Office Manager  
Salary to be discussed at interview, plus 1 wk vacation and medical insurance. Take X-rays, assist doctor with patient care, and perform expanded duties. Flexible full-time (four 10-hr days/wk) or part-time (two or three 10-hr days/wk). Large, well-established urgent care clinic requires limited license as X-ray technician or CRT. Send resume. EOE

Good managers gain a reputation for acting responsibly and doing what they say they are going to do. Managers who speak one way and then act another lose their credibility and set a poor example for their staff.

## THE HEART OF HEALTHCARE



Quality and caring  
are the Heart of Healthcare

At Sutter Health, we take pride in the quality of our work and our workplace. We strive for continuous personal and professional growth. We insist on working together for the betterment of all. We enjoy the challenge and the dedication to our caring service.

If that's true for you, you'll want to say yes to our invitation to join Sutter Health's team of professionals. If you'd like to live and work in Northern California, no one else can offer you a more special environment with a greater diversity of opportunity.

Contact us today and find out how you too can be at the Heart of Sutter's Healthcare.

1-800-544-8778

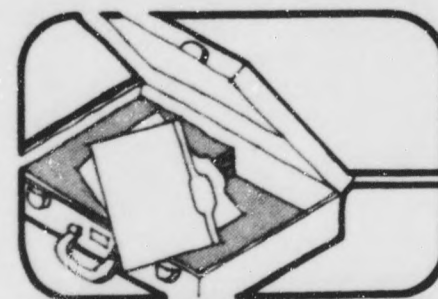
or send resume to:

2800 L Street,  
Sacramento, CA 95816



**Sutter Health**

EOE/AA/M/F/H



## Professional/ Career

**CHILDCARE WORKER**

Stanford Home for Children  
4144 Winding Way  
Sacramento, CA 95841  
Attn: Office

\$950-1150/mo DOQ, plus medical & dental benefits. Supervise & oversee adolescents in the home, helping to create a therapeutic environment. This challenging position offers the opportunity to make a positive difference in the lives of abused & troubled teens. We are a small residential treatment center offering strong supervision and learning opportunities. 40 hrs/wk; all shifts available. Requires BA degree in social science/psychology and CDL. Send resume. RTJJ.

**Personnel Specialist****West Valley College, Saratoga**

FT, 12 mos/yr. Paid benefit package. Performs specialized & complex technical tasks as a personnel generalist. Requirements: College degree and 1 year personnel exp or 3 years personnel exp and training & education equal to a bachelor's degree in a related field. Deadline to apply: 11/8/89.

For application and information, call:



**(408) 741-2000**

AA / EOE

**RN Supervisors**

If you enjoy working at a facility that cares about their staff as well as their patients, we have the job for you.

Flexible schedule, xnt benefits, health, dental, incentive bonus. Salary negotiable. Pleasant congenial staff. PM & NOC shifts available.

**Come Check Us Out!**

**Hilltop Manor**

12225 Shale Ridge Lane  
Auburn, CA 95603  
(916) 885-7511

EOE



**NOVATO  
COMMUNITY  
HOSPITAL**

Come work with a qualified, caring team in Northern Marin County (close to San Francisco). We offer competitive salaries, comprehensive benefits and flexible scheduling.

**Operating Room RN**

PACU / Same day surgery. Req 5 years current OR experience.

**Emergency Room RN**

Benefited position avail now. Hours: 6-10pm, Mon-Fri. ACLS and MICN required.

Contact:

**Personnel Department**  
PO Box 1108  
Novato, CA 94948-1108  
(415) 897-3111

**RNs - LVNs - CNAs**

## Highest Per Diem Wages in Town!

**Full Benefit Package**

Luxurious skilled nursing facility taking serious inquiries for present and future openings. Come and grow with us.

Contact: Marilyn Suttle

**Manor Care Nursing Center**

7807 Uplands Way  
Citrus Heights, California 95610  
(916) 967-2929

**MANOR CARE**  
NURSING CENTER

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**MARKETING MANAGER (part-time)**

Time Management Systems  
2640 8th Avenue, Suite C  
Oakland, CA 94606  
415/763-8482  
Attn: Sharon Hooper

Negotiable salary + vac & hols. Responsible for marketing a 10-yr-old mgmt training & consulting firm. Produce a quarterly newsletter; research & discuss target market; develop ongoing media strategy; assist w/product design & dev; create written materials as needed incl press releases & articles; and establish & maintain relationships with clients. PT; may expand to FT in 6-9 mos. Ideal job for person with broad background and wide range of skills who likes varied tasks. Background in selling svcs important. Macintosh knowledge vital. Must be independent, self-motivated, and have strong organizational skills. Send resume.

**SENIOR TECHNICAL WRITER (2)**

SEI Information Services  
226 Airport Park Way  
San Jose, CA 95110  
408/453-1975  
Attn: Dana Chisnell

\$30,000-40,000/yr DOE, + 401K plan, tuition aid, 80 hrs vac, and med/dnt & life ins after probation period. Handle software documentation for mainframe computers (database/application); research sources; invw programmers; interface with other writers. Flexible FT hrs Mon-Fri. Firm (in op 25+ yrs) has expanded tech writing dept for programmers & engs in the last 10 yrs. Req BA/BS in liberal arts/math/science; 5-6 yrs tech writing exp, good verbal/analytical skills, and ability to handle deadlines & relate to customers. Must be outgoing & have RTW. Call for appt or send resume w/sample of work; RTJJ. EOE

**SOCIAL WORKER**

Stanford Home for Children  
4144 Winding Way  
Sacramento, CA 95841  
Attn: Social Worker

\$21,000-27,000+/yr DOE/DOQ, plus vacation, holidays, sick leave, and medical/dental insurance. Duties include group & individual counseling and case management. Unique opportunity to grow in a challenging position with this small, established residential treatment program for troubled adolescents, in operation since 1900. 40 hrs/wk. Must be a LCSW or LCSW-qualified. Send resume; RTJJ. EOE

**SUPERVISOR**

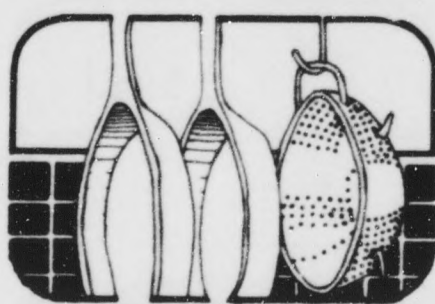
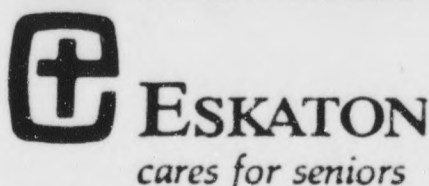
Stanford Home for Children  
4144 Winding Way  
Sacramento, CA 95841  
Attn: Donna Balliet

\$21,000-27,000/yr DOE, plus vacation, holidays, sick leave, and medical/dental insurance. Responsible for treatment program for troubled adolescents, and supervising staff. Challenging position offers an opportunity to make a positive difference in the lives of abused & troubled teens. 40 hrs/wk plus some on-call. Small residential treatment center provides strong supervision and learning opportunities. Requires BA degree in social science, 4 yrs experience working with teens in a residential program, and 2 yrs supervisory exp. Send resume. EOE

**TRAVEL AGENT (part-time)**

Travel Travel Los Gatos  
15495 Los Gatos Boulevard  
Los Gatos, CA 95032  
408/358-3454  
Attn: Julie Nelson

\$5-7/hr plus paid vacation, holidays & sick leave after 6 mos. Using a computer, make air, car & hotel reservations; sell travel packages including cruises. PT, 2-6pm. Company (established 1981) provides all travel-related services. Must be friendly, outgoing & detailed-oriented. Some travel-related classes preferred. Travel or job-related experience and computer knowledge (Sabre) a plus. Send resume, RTJJ. EEO Employer

**Restaurant/Hospitality****COOK (part-time)**

President John Adams Manor  
4256 Fruitridge Road  
Sacramento, CA 95820  
Attn: Steve Andrews

Competitive salary plus excellent benefits including medical/dental, vision & life insurance. Prepare nutritionally-balanced meals and clean kitchen in a home with 14 developmentally-disabled (DD) adults. 20+ hrs/wk; variable mornings & evenings. Developmental disability & handicapped ICF serves DD adults (ages 18-70) in 2 Sacramento-area homes. Must be able to follow planned menus. Understanding of developmental disabilities preferred. Willing to train a compassionate person. Apply in person (9-3 Mon-Fri). EOE

**COOKS**

Bakers Square Restaurant  
255 2nd Street  
Davis, CA 95616  
916/756-4190  
Attn: Manager

Up to \$9/hr, plus medical/dental insurance after 6 months, vacation after 1 yr, and sick leave. Perform a variety of duties including cooking & prep work. Full-time, day & night shifts available. 80-seat, family-style restaurant is famous for its fresh-baked goods and is part of a nationwide chain. No experience required. Egg-pan experience preferred. Must have right to work. Apply in person between 8-11 or 2-5 Mon-Fri. EOE

**DELIVERY DRIVERS (part-time)**

Buffalo Pizza & Ice Cream Company  
2026 Broadway  
Sacramento, CA 95818  
916/451-6555  
Attn: Steve

\$4.25/hr + tips, delivery allowance, and medical insurance after 1 yr. Deliver pizzas and handle various restaurant tasks. If you enjoy a fast-paced job and a variety of duties, please apply now at the home of Sacramento's original breakfast pizza. Part-time flexible positions (primarily evenings). We offer a fun place to work, and provide great customer service and fast, free deliveries within your local area. Must be at least 18 yrs old, dependable, well-organized, personable, have own insured vehicle, and provide DMV printout. Apply in person (interviews held from 1-2pm Mon-Fri).

**DELIVERY DRIVERS**

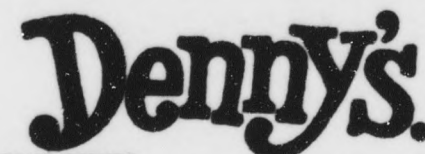
Domino's Pizza  
2251 Northgate Boulevard  
Sacramento, CA 95833  
916/924-0953  
Attn: Manager

\$4.25/hr plus tips & mileage; high earning potential (up to \$10/hr). Deliver pizza, provide good customer service, and perform various kitchen duties. Advancement to management position possible. Flexible full or part-time. Successful, dynamic company makes fast, friendly deliveries and has a fun working environment. Must be at least 18, dependable, and have CDL, own transportation & insurance. Call for more info or apply in person. EOE

**DISHWASHER**

King's Table  
5977 Florin Road  
Sacramento, CA 95823  
916/392-4725  
Attn: Bruce

\$4.75/hr to start plus meal discounts. Responsible for dishroom operations, which entail setting up dishroom, stocking dishes & delivery orders, and washing dishes. Full & part-time; flexible day & night shifts. Start your career in the restaurant business this fall in our fast-paced, friendly working environment. We offer great potential for advancement. Requires good personal hygiene. No experience necessary. Apply in person.

**FOOD SERVER**

Denny's Restaurant  
1568 East Main Street  
Woodland, CA 95695  
916/666-4001  
Attn: Manager

\$4.25/hr plus vac, holidays, profit sharing, and medical/dental & life ins. Serve food, wine & beer; bus tables; provide customer services; and clean up. Full & part-time flexible hrs, swing & graveyard shifts available with possibility of some days. 104-seat restaurant is a member of nationwide chain. No experience necessary; will train. Must be at least 18 yrs old and be personable and well-groomed. Apply in person (3-5 Mon-Fri). EOE



We are currently seeking enthusiastic & motivated individuals to fill our expanding positions in 9 various locations north of Sacramento.

**MANAGERS ASSISTANT MANAGERS****FAST FOOD EXP PREFERRED**

Negotiable salary with rapid advancement opportunities.

If you are a motivated individual who enjoys a fast-paced environment, this job is for you! Send resume or call:

2565 Zanella Way, Suite C  
Chico, CA 95928 • (916) 894-0341

**COUNTRY STORE****Manager / Buyer**

We are looking for an energetic team-oriented individual to manage our Country Store retail area. \$1.5 million annual sales. Emphasis placed on management skills for a staff of 25. Leadership and communication skills a must. Responsibilities include gift purchasing & merchandising, bakery goods, gourmet meats, and additional food items. Familiarity with P&L's and scheduling helpful. Located halfway between LA & SF. Salary based on qualifications. Excellent benefit package.

Send resume to:  
Personnel Office  
Route 1, Box 777  
Coalinga, CA 93210

**FOOD SERVERS (2, part-time)**

Happy Steak Restaurant  
7219 Stockton Boulevard  
Sacramento, CA 95823  
916/422-2191  
Attn: Manager

\$4.25/hr plus tips. Privately-owned, family-style restaurant seeks individuals to serve food & beverages, handle orders, and provide customer service. 2 part-time evening-shift positions available. Must be well-groomed and personable. No experience necessary; will train. Apply in person at above address or at 5060 Stockton Boulevard. EOE

**FRY COOK**

Golden Horn  
20588 Stevens Creek Boulevard  
Cupertino, CA 95014  
408/996-2550  
Attn: Nick / Owner

\$7/hr plus 1 wk vacation & med ins after 6 mos. Prepare & cook continental cuisine (breakfast & lunch) using grill & broiler. Hrs 6am-2pm Mon-Fri and 8-4 Sat & Sun. Restaurant serving breakfast, lunch & dinner requires 1 yr experience and ability to cook breakfast & lunch. Call for appt. RTJJ. EOE

Learn from the mistakes of others; you may not live long enough to make them all yourself.

**HOSTESS / HOST (4)**

Backstage Cafe Japanese Singing Bar  
151 South Murphy  
Sunnyvale, CA 94086  
408/738-0392  
Attn: Kaz Nakayama / Vice President

\$8/hr plus tips; medical & dental ins after 3 mos. Call for appt. RTJJ. Greet customers and seat patrons in bar. Hrs 7pm-2am Mon-Sat, plus overtime when needed. Exciting new bar (opened Feb 16) in the Japanese traditional style features music and friendly atmosphere. Must be dependable & sociable. No experience necessary; will train. Japanese-speaking a plus! College students are encouraged to apply. EOE

**MANAGER TRAINEES (5)**

Little Caesars Pizza  
1590 Oakland Road  
San Jose, CA 95131  
408/437-1544  
Attn: Suzanne / Recruiter-Trainer

\$350-425/wk plus competitive health & dental benefits, tuition assistance program, and 1 wk/yr vacation. Open & close restaurant; handle customer relations and employee development. Flexible full-time; must be available 40-50 hrs/wk (7 days). Largest pizza chain nationwide (2400 stores) has been in business approximately 30 yrs. Must be 18 and have good math aptitude & reliable transportation. Restaurant experience preferred. Call for appt or send resume; RTJJ. EOE

**OPEN HOUSE**

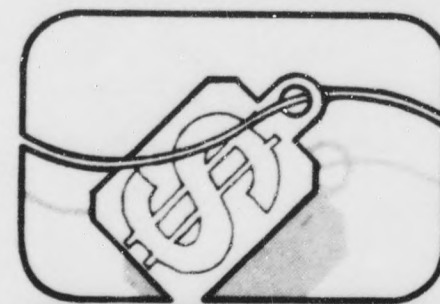
for Assistant Managers/  
Shift Supervisors

Instant Interviews  
10am-7pm • October 30  
Beverly Garland Hotel  
1780 Tribute Rd • Sacramento  
If unable to attend, send resume to:  
Carl's Jr. • 1804 Tribute Rd  
Sacramento, CA 95815

**WAITER / WAITRESS**

Sunset-Whitney Country Club  
4201 Midas Avenue  
Rocklin, CA 95617  
916/624-2403  
Attn: Mark

\$4.25/hr plus tips. Set up line tables, serve food & coffee, and provide customer service for banquets (daytime including weekends, Fri dinners, and Sun brunch). Positions also available in coffee shop to take orders and serve food to members & guests. Flexible full or part-time hrs (coffee shop open 7-3 Tue-Sun). Exclusive, private, full-membership country club has been in Rocklin 25 yrs. Applicants for coffee shop positions must have some order-taking experience. Apply in person.

**Sales/Marketing****ACCOUNT EXECUTIVE**

Senderex Cargo  
365 Swift Avenue  
South San Francisco, CA 94080  
408/727-6149  
Attn: Michael Holz / Regional Manager

Commission only; \$25,000-100,000+/yr potential DOE. Call commercial & industrial accounts to sell air freight services and perform related clerical work. Flexible hrs 8-5 Mon-Fri. Successful domestic & international air freight company has been in business 17.5 yrs. Requires min 2 yrs freight sales exp and a professional appearance. Must be a well-organized self-starter. If you're looking for a sound company with open territory and unlimited potential, call for appt; RTJJ. EOE

"The difficult is that which can be done immediately; the impossible that which takes a little longer."

-George Santayana

**Multi-Unit Supervisor**

The nation's #1 specialty food retailer is looking for growth-oriented, aggressive individuals with proven people and turn-around skills. Company positioned for major growth in 1991-1993. Salary commensurate with track record.

Send letter or resume to:

Ms. F. Hembach  
18 McPherson Circle  
Sterling, VA 22170

**Managers-Specialty Food**

The nation's #1 specialty food retailer is looking for growth-oriented, aggressive individuals with proven people skills and outstanding management ability. In 1991-1993, the company will be undergoing major expansion.

Salary commensurate with track record.

Send letter or resume to:

Ms. F. Hembach  
18 McPherson Circle  
Sterling, VA 22170

**Great Opportunities**

General Manager  
Assistant Manager  
Kitchen Manager  
Trainees

Food Service Director  
hourly positions too

JEM is a hospitality recruiting firm that specializes in the food service industry. Our well-established clients are hiring top management personnel now and we are your connection to a successful management position in the Northern California area. Excellent salaries, benefits and other perks.

Call now for personal interview.



Jon Management Corporation  
814 S. Bascom Avenue  
San Jose, CA 95128  
phone (408) 293-5521  
fax (408) 293-4412

**Opportunity Of A Lifetime**

One of the fastest-growing restaurants in the world  
**WANTS YOU**

**Manager Trainees**

Earn a competitive salary and excellent benefits while you learn to operate a successful, fast-paced business. Applicants should be self-motivated and enjoy working with the public. Prior food service OR 2 years college is a great plus. Depending on experience, successful trainees can manage their own store within 12 months.

Qualified trainee applicants send resume to:

CJJ Department Q • P.O. Box JOBS  
Sacramento, California • 95841



**ACCOUNT EXECUTIVE / MGMT TRAINEE**

TSI  
 \*San Francisco, CA 94109  
 Sacto 916/488-0951 or SF 415/563-6226  
 Attn: Office  
 Monthly guarantee & incentive (up to \$75,000/1st yr income) + benefit pkg and rapid advancement. Nationwide corporation, marketing a unique business mgmt service, is expanding its Sacto & SF ofcs. Several immediate openings for responsible executive or sales individuals who can communicate with business or professional people. If you can start immediately, consider this rare opportunity for men & women. FT; no nights, weekends, holidays, or travel. No experience req; company-sponsored training program provided. CALL FOR APPT (9am-1pm MON-WED ONLY) 10/23-10/25 for Sacramento position; 10/30-11/1 for San Francisco position.

## PennySaver

**ADVERTISING SALES REPRESENTATIVE**

PennySaver  
 11370 Sunrise Park Drive  
 Rancho Cordova, CA 95742  
 916/636-2200  
 Attn: Display Sales Manager  
 Guaranteed salary while building toward high commission earnings, plus med/dental ins & stock option plan. Don't judge a book by its cover and don't be fooled about your income potential as an advertising rep for the PennySaver. With 100+ editions going to over 1,300,000 homes weekly & ability to sell full direct-mail line, you could join our reps earning \$50,000+/yr. If selected, you'll join one of the largest media firms in the world, Capital Cities/ABC, Inc. Requires 2 yrs successful outside sales exp, ability to get started in the AM, and org & discipline for FT, high-energy position. Call for appt/send resume.

**CUSTOMER SERVICE / ACCOUNT SPECIALIST**

Baron  
 655 Kennedy Street  
 Oakland, CA 94606  
 415/534-2700  
 Attn: Personnel Director  
 \$1200-1700/mo DOE; excellent benefits include vacation, holidays, sick leave, and medical/dental, vision & life insurance. Deal directly with lawyers & court reporters nationwide in a sales capacity. Hrs 8-5 Mon-Fri. Legal supply company (with production & distribution throughout the US) specializes in printing, engraving, and office products for the legal profession. Req minimum 2 yrs college, strong people skills, sales ability, excellent communication skills, and a professional appearance & attitude. On-the-job training provided. Send resume & cover letter. EOE

**MANAGEMENT TRAINEE**

Safety Plus, Incorporated  
 1765 Scott Boulevard, Suite 208  
 Santa Clara, CA 95050  
 408/241-4476 or 241-3627  
 Attn: Ram Tak, MBA / District Manager  
 \$16/hr to start DOE (\$50,000+/yr potential). Growth-oriented position involves responsibility for area sales and technical support for safety products; hire, train, manage & motivate salespeople. Full-time. Well-established, fast-growing East Coast firm has over 120 offices in the US and is expanding to the West Coast. Must be an aggressive self-starter. Some knowledge of safety products helpful. Full training provided. Call for appt; RTJJ. EOE

**Beneficial****MANAGER TRAINEES**

Beneficial Management Corp. of America  
 4900 Hopyard Road, Suite 200  
 Pleasanton, CA 94566  
 415/734-0212  
 Attn: Human Resources Department  
 \$1300-1750/mo DOE, plus excellent benefits including vacation, holidays, sick leave, and medical/dental & life insurance. Train 18-24 mos to manage a branch office with this national finance company. Deal directly with the public in a sales environment. Several positions open in Northern & Central CA. FT, Mon-Fri. Company has 100 offices in Northern CA and approximately 300 employees. Requires graduation from a 4-yr college, strong people skills, sales ability, and excellent communication skills. Must be aggressive, outgoing, confident, friendly, and willing to relocate. Send resume. AA/EOE

Good managers demonstrate their leadership abilities by their accomplishments. Instead of talking about getting things done, they do them.

**MANUFACTURER'S REPRESENTATIVE (2)**

CALCO Marketing  
 1815 Grant Street  
 Santa Clara, CA 95050  
 408/986-8396  
 Attn: Roger Trickett / President  
 \$1000/mo draw plus 10-15% commission. Gather information on the phone and offer bowling bumpers to bowling centers nationally. Involves some light report work. Flexible hrs 9-4 Mon-Fri. 1-yr-old manufacturer of bowling bumpers requires a good phone personality, high school diploma or equivalent, CDL, and own transportation. No experience required. Call for appt (8-5); RTJJ. EOE Employer

**MEMBERSHIP REPRESENTATIVE**

Better Business Bureau  
 of Sacramento Valley  
 400 'S' Street  
 Sacramento, CA 95814  
 916/443-6660  
 Attn: Beth Harris  
 40-60% commission and bonus based on production, plus medical & life insurance. Career opportunity with prestigious, highly visible business organization, in operation 51 yrs. Contact local businesses to promote bureau memberships. Full-time, Mon-Fri; no nights, weekends, or travel required. Must be articulate, ethical, success-oriented, self-motivated, community-minded, able to meet & talk with presidents & CEOs in person and on the phone, and have reliable transportation. Sales background preferred. Call for appointment only. EOE

**PERSONNEL - SALES (2)**

EDS (Engineering & Documentation Services)  
 14583 Big Basin Way  
 Saratoga, CA 95070  
 408/741-0100  
 Attn: Bob North / Partner  
 \$1500-2000 (1st 3 mos); commission after 3 mos; medical/dental & life ins avail. Telemarketing position calling managers in technical writing or programming field; provide sales & recruitment for contract & permanent high-tech placements. Hrs 9-5 Mon-Fri. Small business offers placement for perm/temp technical writers & computer programmers. Great potential for high pay. Must be a high-energy, motivated, focused individual with good phone skills. Some college & sales and/or recruitment exp desired. Gen tech computer background helpful. Call for appt/more info or send resume; RTJJ.

**WE CARE** about you & your future. The leader in women's career wear is seeking qualified professionals for positions throughout Northern California. If you have the ability to hire, train, merchandise, and motivate, you're an ideal candidate. We have a comprehensive and competitive benefits package including health, dental, profit sharing, generous discount and more. Opportunity for advancement and a genuine desire to help you succeed in our ever-changing profession awaits you NOW.

Build a better future. Apply at your nearest Casual Corner/Career Image or at:

1290 Broadway Plaza  
 Walnut Creek, CA 94596  
 (415) 938-8780

CASUAL CORNER/  
 CAREER IMAGE

# Turning Lemons Into Lemonade

Continued from page 9

William Marston, in his book "Take Your Profits From Defeat" writes, "Every success I know has been reached because the person was able to analyze defeat and actually profit by it in the next undertaking." The experiences of life can at times be a harsh teacher, but if we are willing to learn from them and use them, they may act as a trusted friend.

**Look at alternatives**

Although there are usually several avenues to achieving our goals, we frequently see only one.

In 1915, the residents of Coffee City, Alabama, were nearly starving due to the destruction of the cotton crop by the boll weevil. The great scientist, George Washington Carver, suggested growing peanuts instead of cotton. From the peanut he proceeded to isolate valuable chemicals for soaps, inks, plastics, and cosmetics, which resulted in the community's prosperity. Had the community held on to its old ways, it might have continued to live in the night of defeat without ever experiencing the sunrise of prosperity.

Life is much like traveling to a distant city. We have the road mapped out, but unknown detours may lie ahead. Making the necessary adjustments can help us to draw dividends from defeat.

**Develop a sense of humor**

It's often hardest to laugh when we need laughter the most. Laughter is a medicine for the

soul. The movie "Fiddler on the Roof" features people who were able to laugh at life despite being victims of their neighbor's anti-Semitism. One of the characters, Tevye, is asked why he always wears his hat and replies, "Because someone is always asking us to move."

**Set new goals**

Once we have applied these points we're ready to establish some new directions for our lives. Thomas Edison made experiment after experiment, searching for a new source of natural rubber in plant material. After 50,000 failed attempts, a discouraged assistant told him, "Mr. Edison, we have made 50,000 experiments and have had no results." "Results!" exclaimed Edison. "We have wonderful results. We now know 50,000 things that won't work."

A broken romance may lead to a new, more enduring relationship; a job loss may lead to more satisfying employment; academic failure may lead to a change of major and career direction; losing a ball game may strengthen a sense of teamwork.

Defeat is not synonymous with failure unless we allow it to be. Defeat is an unavoidable part of life. But if we rise above self-pity, think positively, learn from experiences, examine alternatives, maintain a sense of humor, and set new goals, we can turn a bad experience into a good one. □

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## Join Our Team of Advertising Sales Professionals

If you'd like to be part of the largest and fastest-growing independent recruitment advertising publication in the country, we'd like to talk with you.

- \$1200/mo. salary plus commissions on all sales after training. First-year earnings up to \$30,000. Excellent benefits after 120 days, including employer-paid medical/dental insurance, paid holidays and paid vacation.
- Our thorough training program will prepare you to help employers with their recruitment advertising needs.
- As an employment sales specialist, you will contact employers over the phone to establish new accounts and service existing clients in a specific industry.
- Comfortable, new offices in the South Natomas area of Sacramento. Hours 8:00-5:00 Monday through Friday.
- Full-time positions require previous sales, personnel, customer service, or heavy telephone experience. Strong people skills, professional appearance, good spelling and grammar, and math aptitude also necessary.
- We are an AA/EOE employer. Physically disabled and senior citizens are encouraged to apply.

Apply in writing with complete work and salary history to John Learned/Personnel  
 No Phone calls please

California  
**Job Journal**

2535 Capitol Oaks Drive, Suite 100, Sacramento, CA 95833

"One person with a belief is equal to a force of ninety-nine who have only interests."

—John Stuart Mill

**EYEWEAR SALES****TRAIN TO BE DISPENSING OPTICIAN**

Site for Sore Eyes now offers career opportunity for individual interested in optical dispensing. Learn how to fit & sell prescription eyeglasses. Prior optical experience a plus but not necessary. Xint bonus structure, advancement opportunities & full range of benefits. Positions currently open in our Napa location. Call (415) 568-2437 for interview.

Site for Sore Eyes  
 "The one hour power"  
 BOE





### PROFESSIONAL TELEPHONE SALES APPOINTMENT SETTERS

Cal-X Water Conditioning Systems  
2389 Fair Oaks Boulevard  
Sacramento, CA 95825  
916/488-8622  
Attn: Ms. Kay  
Hourly wage commensurate with experience, plus commission; benefits available after 90 days. Sell a needed service product to existing clients. Future growth & management opportunities expected in department. Flexible full-time hrs available between 11am-9pm Mon-Sat. Come join our team! Cal-X (in business 36 yrs) is the leading spa company. Requires 1 yr experience and excellent telephone sales skills. Must be a non-smoker. Call for telephone interview (9-5). EOE

What plans for continuing education are you building into your career? Make no mistake about it, success at today's and tomorrow's jobs requires lifetime learning.

### SALES MANAGER TRAINEE

CNC Marketing Company  
910 Campisi Way  
Campbell, CA 95008  
408/559-6055  
Attn: Chip Bartley / President  
\$3000/mo + commission, vac, holidays, medical, dental, vision, life ins & profit sharing avail after 8 months. Hire, train & motivate sales force; manage sales representatives; supervise staff; and communicate with upper management. Flexible hrs 8-5 Mon-Fri; PT available. Major international marketing company (in business 20 yrs) has offices in the South Bay and around the world distributing bottled water. Must be an assertive, highly motivated ('three-center') individual. No experience necessary. Call for appt; RTJJ. EOE

### SALESPERSON

California Tire Company  
840 North 10th Street, Suite E  
Sacramento, CA 95814  
Attn: L.P. Cardoza / Division Manager  
Base salary plus commission, car allowance, and excellent benefit program. Outside salesperson calls on established & new retail accounts throughout the Central Valley (Lodi-Tulare). Hrs 8-5 Mon-Fri. Wholesale tire & custom wheel company requires an aggressive self-starter with minimum 2 yrs tire and/or wheel experience. Send resume.

### SALESPERSON (2)

The Cabinet Company  
591 North McDowell Boulevard  
Petaluma, CA 94952  
707/765-9767  
Attn: Jim Luby / Owner  
Commission only; up to \$4000/mo potential income, paid bi-weekly; medical benefits after 90 days. Call for appt; RTJJ. Call on residential contractors to sell cabinets for this 3-yr old manufacturing firm. Hrs 8-5, flexible days. CDL req. Sales and construction experience desirable. AA/EOE



### GENERAL WHOLESALE SUPPLY COMPANY

### SHOWROOM SALESPERSON

General Wholesale Supply Company  
13957 Bowman Road  
Auburn, CA 95603  
916/885-5632  
Attn: Showroom Manager  
\$7+/hr DOE, plus medical/dental insurance after 90 days and vacation, holidays & sick leave after 1 yr. Sell plumbing, lighting fixtures & appliances to contractors & developers. 40 hrs, 5 days/week; entire sales staff rotates Sat hrs. Company is a wholesale & retail distributor of plumbing, lighting fixtures & appliances. Must be congenial and have a neat appearance, good communication skills, 1 yr sales exp, CDL & DMV printout. Send resume asap. EOE

### SOFTWARE SALESPERSON

Elaine Ollila, CPA  
1270 South Winchester Boulevard  
San Jose, CA 95128  
408/241-4560  
Attn: Elaine  
30% commission. Represent accounting and tax preparation software line (and some hardware) to accounting professionals. Travel in own vehicle to make presentations in the South Bay Area. Ground-floor opportunity to work in young venture for established CPA. Flexible full or part-time hrs Mon-Fri (during normal business hrs). Must have own transportation and a professional appearance & manner. Prefer some outside sales and computer experience. Call for appt; RTJJ. AA/EOE

### TELECOMMUNICATION ACCOUNT REPS (5)

DisCall  
418-B Willow Road  
Menlo Park, CA 94025  
415/327-0237  
Attn: Paul Lindahl / President  
Commission basis only (\$30-50k first-yr potential). Call for more info; RTJJ. Develop new accounts for long-distance telephone service. Responsible for telemarketing & customer service; inside & outside sales. Hrs 8-5 Mon-Fri. Small company has been in business 2 yrs. Must be aggressive, mature, and stable. Prefer HS graduate with good communication skills, sales abilities, and sales experience in the communications field. EOE

### TELECOMMUNICATIONS / MARKETING CONSULTANT

Telestar Corporation  
2880 Sunrise Boulevard, Suite 124  
Rancho Cordova, CA 95742  
916/638-3553  
Attn: Mark  
\$30,000-50,000/first-yr potential DOE (based on commission). Market & sell our long-distance services to businesses; service accounts; and consult with clients. Leads provided. Excellent advancement potential. Hrs 9-5 Mon-Fri. Long-distance carrier (in business 3.5 yrs) requires 2+ yrs sales/marketing experience. Excellent communication skills a must. 2 or 4-yr degree preferred but not necessary. Call for appointment or send resume. AA/EOE



### POSTGRADUATE RESEARCHER

University of California, Davis  
Plant Pathology Department  
Davis, CA 95616  
916/752-8796  
Attn: Dr. A. van Bruggen / Plant Pathology  
Salary commensurate with education & experience. Set up & maintain lettuce experiments; gather data on plant growth, disease development, edaphic factors, & microclimate; do preliminary analysis of research data; maintain bacterial & fungal cultures; and perform miscellaneous lab duties. Full-time. Req BS in plant pathology or related field; knowledge of crop production & sterile microbiological techniques; ability to withstand field & greenhouse conditions, work overtime, and drive long distances to field plots; and valid CDL. Send resume & transcripts before 10/31. AA/EO Employer

"The secret of success in life is for a person to be ready for his opportunity when it comes."  
— Benjamin Disraeli

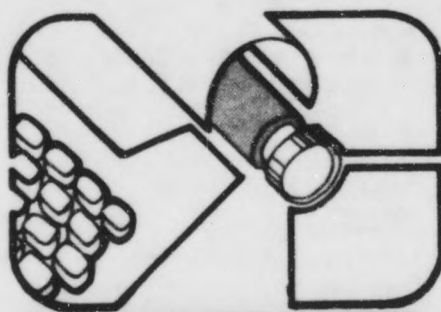
### STAFF RESEARCH ASSOCIATE II

University of California, Davis  
TB-122  
Davis, CA 95616  
916/752-0531  
Attn: Employment Office (#1498)  
\$2250-3375/mo DOE/DOQ, plus excellent benefits. Perform field & greenhouse research in nutrient & water rise by plants; growth studies; and soil analyses. Position located at Salinas lab. Full-time Mon-Fri. Requires experience in agriculture/soils research/field biology; working knowledge of nitrogen analysis, soil assays, plant physiological methods, and nitrogen & water-use efficiency; ability to lift 50 lbs; and CDL. Call for information & UC application (10-2 Mon-Fri); file by 11/15. AA/EOE

### Steve Hopkins Honda, Jeep Eagle, Isuzu

Rapidly expanding Honda, Jeep Eagle, Isuzu dealer is seeking career-minded sales professionals. Req retail sales exp (auto sales exp not necessary). Must be customer-service oriented. We offer an xint benefit package and room for advancement.

Phone for appointment  
Ask for John Vogelwohl  
(707) 427-1000



### Secretarial/General Office

#### ADMINISTRATIVE ASSISTANT

Bruce Church, Inc.  
1020 Merrill Street  
Salinas, CA 93901  
408/758-4421  
Attn: Bill Jensen / Controller  
\$1500/mo to start plus 2 wks vacation after 1 yr and medical/dental insurance after 30 days. Opening available for detail-oriented individual to provide clerical support to various dept heads on special projects. Hrs 8-5 Mon-Fri plus some overtime. Large, well established produce grower (in business since 1942) has 75 office employees. Requires WordPerfect & Lotus 1-2-3 exp and 45-50 wpm typing. Must be a self-starter with pleasant phone manners and ability to work well with the public and under pressure. Some college and payroll & accounting exp desired. Notary public a plus. Apply in person. EOE M/F/H/V

A good supervisor can make all tasks seem meaningful.

#### ANSWERING SERVICE OPERATOR (part-time)

Courtesy Exchange  
Santa Clara, CA 95050  
408/243-3000  
Attn: Edith Benivento / Office Manager  
\$5/hr to start plus sick leave after probation period. Provide prompt & dependable phone-answering and message-taking services for businesses & professionals. Shift work; approximately 23 hrs/wk: 2-6:30pm, 4 days/wk and 9-5 Sat. Established local firm requires PBX experience with an answering service and good phone skills. Must be courteous, dependable, and have good spelling skills & right to work. HS graduate preferred. Mature applicants encouraged to apply. Call for appointment, RTJJ. EOE

### SACRAMENTO SECRETARIES

The Sacramento Chapter of Professional Secretaries International invites all secretaries to its monthly meeting to be held Thursday, November 2nd at Posey's Restaurant, 1100 "O" Street, Sacramento. Networking begins at 5:30pm followed by dinner, business meeting, and the main program. "Fitness for the Future" will be presented by Richard Leonard, General Manager of Capital Athletic Club. Dinner is optional (\$15 including tip and tax). Make reservations with Wendy Gorman at (916) 334-2182 (answering machine) by October 30th.

### Word Processor / Receptionist

Student! Homemakers! Or others interested in as-needed word processing/receptionist work. Hours depend on your availability - whole days or part days between hours 8am-5pm. Must type 50 wpm. Up to \$10.72 per hour. San Francisco Airport. For more information, call (415) 875-8494 anytime.  
EOE

### BOOKKEEPER - GENERAL OFFICE

Shoreline Mechanical  
1190 Dell Avenue, Suite B  
Campbell, CA 95008  
408/370-9454  
Attn: Kerry Laughlin / General Manager  
\$15,000-18,000/yr + vac after 1 yr, hols, sick lv, med/dnt ins, and pension. Perform primarily bookkeeping & accounting work, file, type, answer phones, and handle reception & contract administration duties. Hrs 8-5 Mon-Fri. Mechanical contractor (in business 4 yrs) requires HS diploma and 2 yrs experience (exp working with contractor preferred). Must be dependable, punctual, honest, and have good secretarial & bookkeeping skills, general office skills, a neat appearance, and RTW. Some college preferred. Apply in person or send resume; RTJJ. EOE M/F/H/V

### CONTRACT / DMV PERSON

Steve Hopkins Honda  
2499 Magellan Road  
Fairfield, CA 94533  
707/427-1000  
Attn: Extension 40  
Attractive hourly wage negotiable DOE/DOQ, plus excellent benefits. Process new car & trade-in registrations and flooring fees; input information on computer. Good growth potential with rapidly growing, employee-oriented Honda dealership that promotes from within. Hrs 8-5 Mon-Fri. Requires minimum 1 yr DMV experience. Must be detail oriented. Call for appointment. EOE M/F/H/V

### EXECUTIVE SECRETARY

The Aquarian Effort  
P.O. Box 162397  
Sacramento, CA 95816  
916/444-6297  
Attn: Marlene DeAngelo  
\$16,590-17,490/yr plus medical/dental insurance after 3-6 mos. Do payroll, answer phones, type, act as receptionist, and perform some accounting duties. Hrs 9-5 Mon-Fri. Center for prevention, treatment & rehabilitation of substance abusers provides caring service to Sacramento County residents. Must be organized, type 60 wpm, and have strong written & oral communication skills. Non-smoker with secretarial experience preferred. Computer experience a plus. Send resume. EOE

### FILE CLERK (part-time)

Transportation Specialties  
P.O. Box 39  
Clovis, CA 93613  
209/297-9459  
Attn: Vivian Cole / Office Manager  
\$5/hr plus paid holidays. Primarily responsible for filing charts & paperwork. PT, 3-7 Mon-Fri or as needed (no weekends). Non-emergency medical transportation company has been serving the Fresno Valley since 1975. Must be well organized and know how to alphabetize files. No experience necessary. Send resume & references by 10/31; RTJJ. EOE

### OFFICE CLERK (part-time)

King Videocable Company  
P.O. Box 490  
San Andreas, CA 95249  
Attn: Kelly  
Salary negotiable. Duties include filing, typing, customer satisfaction telephone calls, and general office work in cable television company's new Jackson office. PT, 11am-3pm Mon-Fri. Must have good communication skills. Send resume asap (no phone calls please). EOE M/F/H

### SECRETARY

Hi-Tech Unlimited  
4777 North Blackstone Avenue  
Fresno, CA 93726  
209/224-4444  
Attn: Gary Kiehl / Manager  
\$5/hr. General office duties include filing, typing, and answering phones (no shorthand). Hrs 10:30-6 Tue-Sat. 15-yr-old retail electronics company requires HS diploma or GED. Must be well-organized. Non-smoker with some otc exp preferred. Knowledge of computers helpful. Apply in person (3-4 Tue-Fri); RTJJ. EOE

### SECRETARY

International manufacturer is seeking Secretary to the Sr VP of Sales & Marketing, and also to the VP of Marketing. High intensity position working in corporate office. A minimum of 3-5 yrs exp, type 65+ wpm, ability to interface with the public. PC exp is a must. Word Perfect 5.0 and machine language is a plus. Excellent stenographic skills, however, if they place on the eligible list they will be certified only to those departments which do not require stenographic skills. The current vacancy does not require stenographic skills. Official City of Stockton applications must be received or postmarked no later than 11/3/89.  
Send resume & salary history to:  
**Oliver Rubber Company**  
1200 65th Street  
Oakland, CA 94662  
Attn: Personnel

**Oliver**  
EOE M/F

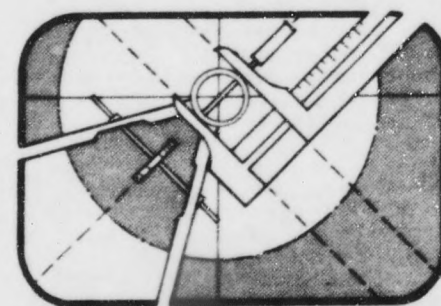
### SECRETARY (part-time)

Santa Clara, San Mateo County Electric  
769 South Genevieve Lane  
San Jose, CA 95128  
408/243-8510 or 415/961-9830  
Attn: Personnel  
\$7-10/hr negotiable DOE/DOQ. Answer phones, file, and do light typing & general bookkeeping. PT schedule to be determined. Casual office is part of a rapidly-expanding 2-yr-old electrical contracting company (residential, commercial & industrial). Requires at least 1 yr experience. Call for more information; RTJJ.

One reason why you can do something is worth a thousand reasons why you can't.

### TELEVISION TRAFFIC ASSISTANT

KSBW-TV  
P.O. Box 81651  
Salinas, CA 93912  
408/758-8888  
Attn: Phrona L'Hommedieu  
Approx \$13,000/yr to start (negotiable DOE/DOQ) + med/dnt ins & vac after 6 mos, hols, sick lv, and pft shr. Edit & log television commercial orders, input local/national contracts, and handle TV commercial inventory. Hrs 8-5 Mon-Fri plus some overtime. Well-established television station has an excellent production dept and comfortable office setting. Requires HS diploma and accurate 40wpm typing. Must be a detail-oriented team player and work well under pressure. Send resume; RTJJ. EOE



### Technical/Engineering

### ARCHITECTURAL DRAFTSPERSON

J & H Development Company  
7281 Lone Pine Drive  
Rancho Murieta, CA 95683  
916/351-0662  
Attn: Mr. Hoberg  
\$6+/hr DOE. Do pencil & ink drafting for development firm specializing in residential projects. Hrs 8-5 Mon-Fri. Non-smoker with 2-3 yrs drafting experience preferred. Call for interview appointment asap (bring portfolio of sample work, resume, and references to interview).

### ARCHITECTURAL DRAFTER

Cornerstone Limited  
San Jose, CA 95128  
408/244-2402  
Attn: Dan Winklebleck / Owner  
\$10/hr and up to start DOE. Produce construction drawings of wood-framed residential structures. Hrs 8-5 Mon-Fri. New, on-the-move 4-yr-old company is just starting to grow. Requires minimum 5 yrs residential drafting experience, excellent verbal & client interaction skills, CDL, transportation, and right to work. HS grad preferred; college not necessary. Call for appt & application (bring resume, refs, and samples of work to interview); RTJJ. EOE

The City of Stockton  
is seeking applicants for the following position:

### EXECUTIVE ASSISTANT

\$2447 - 2988/month

The City of Stockton is seeking results-oriented & highly motivated applicants for Executive Assistant. Provides confidential secretarial and office administrative assistance to a dept head or city officer and associated supervisory or professional staff. Reqs graduation from HS & 4 yrs of secretarial or office admin exp. Candidates must submit a current (one year old or less) typing cert for 55 wpm. Stenographic speed at a rate of 80 wpm. Applicant may apply without stenographic skills, however, if they place on the eligible list they will be certified only to those departments which do not require stenographic skills. The current vacancy does not require stenographic skills. Official City of Stockton applications must be received or postmarked no later than 11/3/89.

Applications may be obtained from the:  
**City of Stockton**  
Personnel Department  
425 North El Dorado Street  
Stockton, CA 95202. (209) 944-8233  
AA/EOE



**ARCHITECTURAL ARTIST**

Carlos Diniz Associates  
668 Lafayette Park Place  
Los Angeles, CA 90057  
213/387-1171  
Attn: John Messer

\$10+/hr DOE/DOQ, plus med/dental ins, vacation, holidays, and profit sharing after 3 yrs. Construct mechanical layouts for architectural illustrations. Flexible hrs 9-6 Mon-Fri + some overtime as required to meet deadlines. Small illustration studio (in LA 30 yrs) provides very technical services. Must be dedicated, involved, creative, willing to put in long hrs, able to utilize plane projection method of perspective, and have excellent communication skills and right to work. Submit portfolio & resume; RTJJ. EOE M/F/H/V

**ARCHITECTURAL DRAFTSPERSON (2)**

Oakley and Associates  
San Jose, CA 95129  
408/985-1811  
Attn: Martin Oakley / Owner

\$11-16/hr + hols & sick lv after probationary period and 2 wks vac after 1 yr. Prepare construction drawings for residential subdivisions & custom homes. Some travel to sites. Hrs 8-5 Mon-Fri + some overtime. Small, locally owned firm (estd 15 yrs) is well-known in the Western Bay Area for its exclusive custom home designs. Requires HS grad with local job exp, min 3 yrs exp as practicing draftsman, great verbal com skills, client interaction exp, common sense, CDL, and RTW. Call for appt & app (bring resume, refs, and sample of recent drafting work to interview). RTJJ. EOE

**ASSISTANT CIVIL ENGINEER**

Creagan + D'Angelo  
225-H Cannery Row  
Monterey, CA 93940  
408/373-1333

Attn: Stanley Kulakow / Vice President  
\$25,000+/yr potential DOE/DOQ; benefits avail. Handle drafting, computing, research & report writing; prepare/check legal descriptions for feeds, easements & right-of-ways; assist in planning & designing improvements or new roads/structures (prepare plans, profiles & cross-sections); make quantity estimates; act as inspector on small projects. Full-time Mon-Fri. Req major in civil engr or agricultural engr with emphasis in hydraulics, hydrology, highway engr, structures, surveys; confidence in using computers; and eligibility for EIT exam. EIT cert & some exp preferred. Send resume; RTJJ.

**ASSOCIATE CIVIL ENGINEER**

Placer County  
175 Fulweiler Avenue  
Auburn, CA 95603  
916/889-4060 or 889-4070 (jobline)  
Attn: Personnel Department

\$3078-3742/mo plus benefits. Supervise and perform difficult professional civil engineering work. Under direction, take charge of a major functional engineering program in the Public Works Dept. Full-time. Requires 3 yrs progressively responsible, professional civil engineering experience equivalent to graduation from an accredited 4-yr college or university with major work in civil engineering or closely related field. Call or apply in person; file by 12/1. AA/EOE

**CAD OPERATOR**

Stephen Short & Associates  
2602 Marconi Avenue, Suite B  
Sacramento, CA 95821  
916/488-3795  
Attn: Roland

Salary commensurate with experience, plus excellent benefits. Run ARIS software in rapidly growing architectural firm. Hrs 8-5 Mon-Fri. Must be able to work with minimal supervision and operate Venix system. Qualified individuals only need apply. Call for appointment.

**CIVIL ENGINEER**

Vai Con Engineering  
72 Moody Court  
Thousand Oaks, CA 91360  
818/889-8822

Attn: Candace Daniel / Human Resources  
\$36,000-44,000+/yr DOE/DOQ, + vac after 1 yr, hols, sick lv, and med/dnt ins after 30 days; pft shr pending. Design & manage land development & waterworks projects and supervise crew of designers & draftspersons for growing coastal Ventura County engineering firm. 44 hrs one week, 36 hrs the next (every other Fri off). Requires engineering degree, land development & waterworks experience, written & verbal communication skills, tools, and RTW. Send resume; RTJJ. EOE

**CIVIL DESIGN ENGINEER**

Bowman & Williams  
1011 Cedar Street  
Santa Cruz, CA 95060  
408/426-3560

Attn: Vic Lauderbach / President  
\$35,000+/yr potential salary DOE/DOQ; benefits available. Resp for road designs; residential, subdivision & shopping center improvement designs; hydraulics; hydrology; and public works engineering duties. Full-time, flexible hrs Mon-Fri. Company handles contracts in Santa Cruz County (60% is private industry, 40% is government). Staff has 12 employees including 2 registered civil engineers and 1 licensed land surveyor. Requires EIT certificate and 3 to 4-yr engineering background. Civil engr registration preferred. Call for appt; RTJJ.

**CIVIL ENGINEER**

Evergreen Engineering  
5000 Bechelli Lane, Suite 201  
Redding, CA 96002  
916/222-1323

Attn: Roger Frasier / Owner  
\$35,000-50,000+/yr negotiable DOE/DOQ, + vacation & profit sharing after 1 yr, holidays, and medical insurance after 30 days. Responsible for subdivision & commercial design projects for growing 13-yr-old engineering firm. Travel to local job sites. Hrs 8-5 Mon-Fri plus occasional overtime. Requires AutoCAD experience, 5-10 yrs exp with a private consulting firm, and outstanding written & verbal skills. Must be a non-smoker, in good health, and have CDL, transportation & insurance. Structural background preferred. Christians encouraged to apply. Send resume; RTJJ.

**DIGITAL TRANSMISSION ENGINEER**

Bay Area Teleport  
1141 Harbor Bay Parkway, Suite 210  
Alameda, CA 94501  
415/769-5737 (fax)

Attn: Human Resources Department  
Negotiable salary plus 2 wks vacation, 11 holidays, medical/dental, vision & life ins, and 401K pension. Manage digital transmission construction projects ranging in value from \$10,000-500,000. This can be your opportunity to join a fast-paced, 62-person telecommunications company with an outstanding growth record. Full-time. Requires degree in engineering or equivalent; minimum 5 yrs experience as a common carrier digital transmission engineer; and ability to project & manage digital transmission construction projects. Mail or fax resume & salary history. EOE

**DRAFTSPERSON (2)**

Ron Dick & Associates  
Campbell, CA 95008  
408/374-3680

Attn: Mrs. Owens / Administrator  
\$7-20/hr negotiable DOE/DOQ, plus vacation, holidays, sick leave, and medical insurance after 90 days. Draw architectural designs of subdivision & custom-built homes for 32-yr-old CA-licensed residential design firm. Full-time, 8:30-5 Mon-Thu and 8:30-12 Fri. Requires 5 yrs residential design drafting experience. Call for appointment only; RTJJ. EOE

**ELECTRICAL ENGINEER**

Mattson Beaudin Engineering, Inc.  
2445 Morena Boulevard, Suite 204  
San Diego, CA 92110  
619/275-5811

Attn: Edward Beaudin / President  
\$33,000-42,000+/yr DOE/DOQ; medical/dental ins, 1 wk vacation & 6 holidays avail. Using IBM PC, design electrical systems (lighting & power) for buildings and site work. Travel to job sites occasionally. 8 flexible hrs/day Mon-Fri. Mechanical & electrical consulting firm (in business 6 yrs) handles government, city & commercial contracts. Requires CA professional engineer certification; minimum 5 yrs exp in building lighting & power design; CDL; and right to work (must be capable of obtaining govt clearance). Call for more info; RTJJ.

**GEOLOGISTS**

McLaren  
11101 White Rock Road  
Rancho Cordova, CA 95670  
916/638-3696

Attn: Human Resources  
\$1900-4000/mo DOE, plus med/dnt ins & pension. Use xint com skills to write & evaluate tech reports, prepare client proposals, and do soil & groundwater sampling and project mgmt (drilling pgm supervision). Overnight, out-of-CA travel. Positions in Rancho Cordova & Alameda. Hrs 8-5 Mon-Fri. Full-service nationwide environmental consulting firm requires geology, hydrogeology, engr, or related science BS/MS; 1-7 yrs exp in environmental consulting; CDL; DMV printout; and RTW. Must project a professional image. CA registration preferred. Pre-employment physical exam given. Send resume & references. AA M/F/H/V

If you were to write down the most effective ways to motivate people to do better work, friendly praise would have to be at the top of the list.

**GEOTECHNICAL ENGINEER**

Raney Geotechnical  
3176 Industrial Boulevard  
West Sacramento, CA 95691  
916/371-0434

Attn: Bill Boli  
\$2100-2700/mo DOE, plus medical insurance. Perform field investigations, computer analysis, and calculations; report preparation for soil & foundation investigations. Take charge and be responsible for a wide variety of projects including subdivisions, commercial & high-rise buildings, and dams & levees. Flexible hrs 8-5 Mon-Fri. Expanding firm seeks individuals desiring to start or further their career in the geotechnical field. Requires BS or MS in civil engineering and good writing skills. Experience preferred but not required. Call for appointment and send resume.

**LAND SURVEYOR**

Oscar Larson & Associates  
317 3rd Street  
Eureka, CA 95501  
707/445-2043

Attn: Marty McClelland / Operations Mgr  
\$35,000-45,000+/yr plus medical coverage & 1 wk vacation after 6 mos (2 wks after 1 yr) and 7 holidays. As survey party chief, oversee entire field & office ops (including supervising); follow spec guidelines and perform calculations. Position is in Crescent City office of consulting engineer/land surveyor firm that does environmental planning 40-60 flexible hrs/wk. Requires land surveyor license, subdivision exp, and RTW. Exp working to Caltrans specifications preferred. Send resume, references & salary history/reqs asap; RTJJ. EOE

**OPTICAL INSTRUMENT ENGINEER**

Photon Inc.  
970 University Avenue  
Los Gatos, CA 95030  
408/354-5600

Attn: Marie  
\$60,000-65,000+/yr DOE, plus vacation, sick leave, medical & life ins, and possible participation in incentive stock option program. Develop new optical products and market, engineer & manage product through production cycle. Hrs 8-5 Mon-Fri. Small optical manufacturing company has been in business 6 yrs. Requires BS or MS degree in optics, 10 yrs exp in optical field, marketing skills, and some engineering, research & development skills. Must be organized, hardworking, and have a neat appearance. Call for more info or send resume (open until filled); RTJJ. AA/EOE

**PHOTOGRAMMETRIST**

American Aerial Surveys  
6249 Freeport Boulevard  
Sacramento, CA 95822  
916/422-0770

Attn: Roland Holmes / President  
Salary negotiable DOE, plus benefits. Operate stereo compiler (WILD BC2 or SANTONI II-C). Flexible hrs. Small mapping company requires photogrammetry experience and ability to operate WILD BC2 and/or SANTONI II-C. Call for more information or send resume. EOE

# Take the Law into Your Own Hands

Continued from page 11

helpful in preparing for a police career include: psychology, counseling, English, American history, public administration, public relations, business law, chemistry, physics, and driver education. Physical education and sports are especially helpful in developing the stamina needed for police work. Knowledge of a foreign language is an asset in areas that have concentrations of ethnic populations.

## Job Outlook

Employment of police officers, detectives, and special agents is expected to increase about as fast as the average for all occupations through the year 2000 due to the increase in the nation's population and police protection needs. In large city police departments like Los Angeles, recruiters can have many positions open at one time. As of October 1989, Los Angeles has 900 police officer vacancies to fill, says recruiter Dennis Lynch.

However, employment growth may be tempered by continuing budgetary constraints - resulting in the increased use of lower-paid civilian police department employees in parking enforcement and various clerical, administrative, and technical support positions. In addition, private security firms may increasingly assume some routine police duties, such as crowd surveillance at airports and other public places. Although turnover of police, detectives, and special agents is among the lowest of all occupations, the need to replace workers who retire, transfer to other occupations, or stop working for other reasons will be the source of most job openings. The outlook should be best for persons having college training in law enforcement.

Women are especially encouraged to apply to all law enforcement agencies. Karen Anthony, an Alameda County deputy sheriff, says more women are needed to work with the ever-increasing female criminal population. She thinks more women will apply, once police agencies get the word out about the unique employment opportunities for women in law enforcement.

Competition is expected to be extremely keen for special agent positions with the FBI and U.S. Treasury Department, as these prestigious jobs tend to attract a greater number of applicants than the number of job openings. Consequently, only the most highly qualified candidates obtain jobs.

## Earnings

According to a 1989 survey by the International City Management Association, California Highway Patrol officers receive a starting salary of \$2,672 per month. Police and detectives start at approximately \$2,424 per month, with Los Angeles about \$200 per month higher. In 1989, starting FBI agents earn about \$26,261 a year and beginning U.S. Treasury Department agents earn between \$19,672 and \$24,366 per year.

## Sources of Additional Information

Additional information on the salaries and hours of work for police and detectives in various cities is published annually by the International City Management Association in its *Municipal Yearbook*, which is available in many libraries.

Pamphlets providing general information about jobs as special agents with the U.S. Department of Treasury and instructions for submitting an application are available from any U.S. Office of Personnel Management Job Information Center. Look under U.S. Government, Office of Personnel Management, in your telephone book to obtain a local Job Information Center telephone number. If there is no listing in your telephone book, dial the toll-free number 1-800-555-1212 and request the number of the Office of Personnel Management Job Information Center for your location.

For information on FBI special agents, contact: FBI, Applicant Recruiting Office, 1900 Half Street SW, Washington, DC 20535. And, for information about jobs with the ATF, write them at 221 Main Street, Suite 1250, San Francisco, CA 94105 or call (415) 974-7245.

For Los Angeles Police hiring information, call toll-free in CA: 1-800-252-7790.

Questions about salary or benefits should never be asked until the end of an interview.

**PROJECT MANAGER**

Harding Architects  
550 Del Amo Boulevard, Suite 200  
Carson, CA 90746  
213/532-3870

Attn: Dick Geisert / Chief Financial Ofcr  
\$30,000-36,000+/yr DOE/DOQ, + med ins after 60 days, pft shr & vac after 1 yr, and hols. Supervise draftspersons, and commercial & residential projects from start to finish. Hrs 8-5 Mon-Fri. 12-yr-old architectural firm requires non-smoker with CDL, own transportation & tools, and working knowledge of Arch II Spec in tilt-up construction. Engineering degree preferred. Call for appt or send resume asap; RTJJ. EOE

# BLACKWELDERS

is seeking:

## Design Draftsperson

Requirements: At least 4 years in Mechanical Design. Prefer sheet metal, steel fabrication, and CAD experience.

Salary: Depends on experience.

Send resume to:

Daryl Bettencourt  
101 Blackwelder Drive  
Rio Vista, CA 94571

# AEROSPACE/ORDNANCE/ELECTRONICS

## QUALITY ENGINEERS

Established DOD contractor needs qualified QE's for permanent positions at new, modern facility in Reno, Nevada. Enjoy the benefits of a ground-floor opportunity, a professional environment, a generous backlog, no state taxes, no traffic, outdoor lifestyle, boundless recreation, available housing. All of this can be yours if you have 4-plus yrs exp and a BSME or BSEE degree. ASQC certification a plus.

## MANUFACTURING SUPERVISOR

If you are Manufacturing Supervisor with at least 10 years supervisory exp in mechanical manufacturing, there is an established DOD manufacturer in the ordnance and solid propellant field that would like to talk to you. The successful applicant will do process planning, crew scheduling, budget preparation and monitoring, and understand government quality control standards. Must be at least a high school graduate. This will be a day-shift position at our North Storey County, Nevada facility with administrative offices in Reno, Nevada.

Defense Systems offers a complete benefit package including medical, dental, disability and life insurance, as well as a 401 plan and vacation added to the benefits of a ground floor opportunity and the boundless recreation and outdoor lifestyle of the Reno area.

For immediate consideration, submit resume with salary requirements in confidence to:

Manager / Human Resources  
Defense Systems Corporation  
204 Edison Way, Reno NV 89502



**PROJECT ESTIMATOR**

Allied Engineering & Production Corporation  
2421 Blanding Avenue  
Alameda, CA 94501  
415/522-1500

Attn: Michael Kahn / Contracts Admin  
Salary commensurate with experience; excellent paid fringe benefit package includes 401K plan. Bay Area job shop seeks a highly motivated individual to add support to our estimating department. Estimate labor from mechanically drawn blueprints for manufacturing large machine parts. Full-time salaried position, Mon-Fri; hrs to be discussed. Must be able to read mechanical drawings, make own take-offs, and estimate labor. Please apply in person or call for appointment; RTJJ. EOE

**SENIOR CIVIL ENGINEER**

Oscar Larson & Associates  
317 3rd Street  
Eureka, CA 95501  
707/445-2043

Attn: Marty McClelland/Operations Manager  
\$40,000-50,000/yr DOE/DOQ, plus 1 wk vacation after 6 mos (2 wks after 1 yr), 7 holidays, and medical insurance after 6 mos. Supervise technical work related to municipal water, wastewater & road projects. Some travel throughout area (not overnight). 40-60 flexible hrs/wk (some weekends). 40-yr-old engineering firm is based in Humboldt County and has offices in Crescent & Eureka. Requires licensed civil engineer with engr degree and at least 5 yrs supervisory experience. Send resume, references & salary history/reqs asap; RTJJ. EOE

Always expect a job hunt to take twice as long as you anticipate.

**SURVEY PARTY CHIEF**

Whitson Engineering Inc.  
1035 Eureka Way  
Redding, CA 96001  
916/243-8181

Attn: Kay Whitson / Owner  
\$12+/hr DOE/DOQ, + med ins after 90 days. Career position; get crew started on projects, help get staking info from computer, and set stakes for contractors at subdivisions. 40+ flexible hrs/wk during summer and as weather permits in winter, plus occasional Saturdays. Civil engr and land surveying firm req min 5 yrs subdivision contractor staking experience and ability to use 41CV calculator. Must be dependable and seeking long-term employment. Some computer & supervisory exp helpful. Land surveyor license helpful, but exp is more important. Send resume asap; RTJJ. EOE

**TECHNICAL ILLUSTRATOR (several)**

Continental Graphics  
9920 West Jefferson Boulevard  
Culver City, CA 90232  
213/836-8500

Attn: Personnel  
\$6/hr to start (entry level) and up DOE/DOQ, plus full benefits after 90 days incl med/dnt & life ins, credit union, vac, hols & sick leave. Prepare mechanical illustrations for manuals. Hrs 7:30-4 Mon-Fri. In business over 20 yrs, company prepares technical documentation (mechanical manuals) for the airline industry. Requires at least 1 yr mechanical drafting coursework. IPB/IPC isometric layout experience a plus. Call for appt or send resume including work sample; RTJJ. EOE

## LONG HAUL DRIVERS

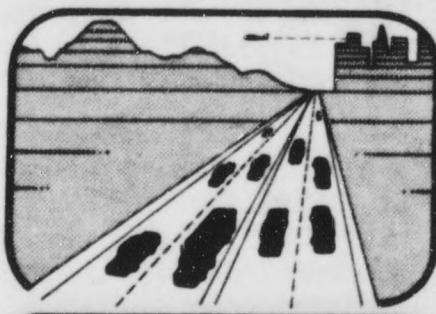
Singles Start at 23¢ with

- Annual Raises
- Paid Weekly Guarantee
- Paid Insurance
- Paid Deadhead
- Paid load/unloading
- Paid Pick Up & Stop Off
- Paid Vacation
- Safety/Fuel Bonus
- Retirement Program
- Guaranteed Time-off
- Rider Program
- 1 on 1 Dispatch

CALL



(800) 542-0256



## Transportation

**COMPANY TRUCK DRIVERS**

National Freight Inc.  
2850 Loomis Road  
Stockton, CA 95213  
800/233-5338

Attn: Personnel Department

Weekly settlements; up to \$.23/mile. Benefits include vacation, holidays, and medical/dental & vision insurance. Haul truckloads of materials throughout 7 Western states using 48's, 53's & doubles. Full-time, yr-round work (some most weekends). 48-state carrier (estd 50 yrs) has West Coast terminals in Ontario, CA; Stockton; and Portland. Requires 2 yrs OTR (over-the-road) experience, class 1 or A CDL, and clean DMV printout. Must be able to pass DOT (Department of Transportation) regulations. Apply in person; RTJJ. EOE

**COURIERS**

Mission Courier

4554 Roseville Road, Suite B  
North Highlands, CA 95660

Attn: Mark Raty / General Manager

Salary DOE (to be discussed) plus vacation, holidays, sick leave, and medical/dental & life insurance immediately upon hire for FT employees. Uniform provided (jacket & shirt). Drive company vehicle on a fixed route throughout the Sacramento area, delivering data processing & bookkeeping materials and legal documents to businesses. Entry-level position. Full or part-time, Mon-Fri (FT hrs 8-5). Locally owned courier service requires ability to read a map, basic knowledge of Sacramento, CDL, and DMV printout. Fluency in English a plus. Apply in person; RTJJ.

**DELIVERY DRIVERS (10)**

Roadway Package Systems  
2600 East 28th Street  
Vernon, CA 90058  
213/589-8491

Attn: Karen Swindle / HR Recruiter

\$75/day (9 hrs). Deliver packages in a step van throughout the Los Angeles area; involves stop-and-go driving. Hrs 7-5 Mon-Fri for company specializing in parcel delivery. Requires 1 yr continuous, verifiable driving experience with the same company, class 3 CDL, DMV printout, and ability to lift 100 lbs & speak/understand English. Call for appointment or more information; RTJJ. EOE

**DRIVER / DELIVERY PERSON (4)**

Domino's Pizza of Cupertino  
10525 South De Anza Boulevard  
Cupertino, CA 95014  
408/257-5600

Attn: Steve Buxa

\$4.25/hr plus mileage & tips (average \$8-10/hr); benefits avail. Deliver pizza in Cupertino, make change, and help prepare orders. Full or part-time (4-8 hrs/day); all shifts available. Fast-paced 3-yr-old pizza delivery business is open 11am-1am Sun-Wed & 11am-2am Thu-Sat. Requires CDL, clean DMV printout, and own transportation & insurance. Must be dependable, honest, and have a positive attitude. No exp necessary. Call for info; RTJJ.

**DRIVERS**

Yellow Cab Company  
900 Richards Boulevard  
Sacramento, CA 95814  
Attn: Personnel

Excellent income potential plus tips. Safely & efficiently transport clientele throughout the greater Sacramento area for the oldest and largest taxi company in the city. Secure work; no layoffs. Full-time; day & night shifts. Must have CDL and good DMV printout. One-day training provided. Apply in person; RTJJ.

Today's preparation is tomorrow's achievement.

**TOUR BUS DRIVER (4)**

West Valley Charter Lines  
240 Cristich Lane  
Campbell, CA 95008  
408/371-5762

Attn: Personnel

\$6.50-8.50/hr DOE + tips; vacation, holidays, and medical/dental coverage after 90 days for FT employees. Seeking adaptable & energetic people to operate 40-foot manual tour coaches locally & nationally. 2 FT, 2 PT positions; all shifts available (flexible hrs & days). 20-yr-old national transportation company serves individual & commercial clients. No experience necessary; will train motivated individual. Must pass DOT physical & written exam. Must be dependable and have a professional appearance, CDL, and a DMV printout. Call for appt or apply in person; RTJJ. EOE

**TOW DRIVER**

Great America Towing  
1375 Norman Avenue  
Santa Clara, CA 95054  
408/988-4773

Attn: Angelo Tomassi / Owner

\$7-15/hr DOE, plus vacation & medical/dental insurance after 6 mos. Drive new towing vehicles on dispatched calls in the San Jose area. Full-time; day, swing & grave shifts available. Commercial & private towing company is 15 yrs old. Requires minimum 1 yr auto towing experience, CDL, and clean DMV printout. Must be dependable, reliable, and have a professional appearance. Exp with small, medium & big rigs a plus. Call for appointment (8-5 Mon-Fri) or apply in person; RTJJ. EEO Employer

**TOW TRUCK DRIVER (2)**

The \$15 Tow  
San Jose, CA 95112  
408/280-1500  
Attn: Manager

Commission only (up to \$700-800/wk) + great bfts including vac, hols & med/dnt ins after probationary period. Drive a dispatched tow truck throughout San Jose and surrounding areas. Flexible full-time hrs, 6 days/wk (average). Largest Bay Area tow service requires valid CDL and clean DMV printout. Must be dependable, reliable, at least 21, and have right to work. HS grad preferred. Call for appt; RTJJ. EOE

**AUDITOR (part-time)**

RGIS Inventory Specialists  
5448 Thornwood Drive, Suite 201  
San Jose, CA 95133  
408/972-4001

Attn: Kathy

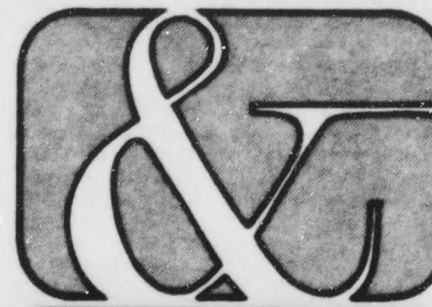
\$5.50/hr to start. Count merchandise and fill out work sheets at various San Jose area retail stores (from clothing to hardware). Permanent PT, 9-2 (flexible days) plus overtime. 35-yr-old inventory services firm (based in Michigan) is the nation's largest. Must have own transportation. 10-key exp a plus. No exp necessary; 4-hr training course provided. Call for appt (Tue & Thu); RTJJ. AA/EOE

**HAIR STYLIST (8)**

Beba International Salon  
7245 Sharon Drive  
San Jose, CA 95129  
408/255-3334

Attn: Gabrielle Mafi / Receptionist

Full commission with rental of station (\$215/wk) or 50/50 split on commissions as paid employee. Exclusive 1-yr-old Saratoga salon seeks individual to perm, color & cut customers' hair and perform other cosmetic services. Shop hrs 8am-9pm 7 days/wk; flexible shifts avail. Requires a cosmetology license and minimum 1 yr exp working in a salon. Must have a professional appearance and be highly motivated & dependable. Ability to sell professional salon products a definite plus. Call for appt (8am-9pm) or apply in person; RTJJ. EOE



## Miscellaneous

**AIRCRAFT TECH PUBLICATION TRAINEE**

Continental Graphics  
9920 West Jefferson Boulevard  
Culver City, CA 90232  
213/836-8500

Attn: Personnel

\$6/hr to start plus full benefits including vacation, holidays, sick leave, credit union, and medical/dental & life insurance after 90 days. Seeking several trainees to develop parts for catalogs & technical bulletins. Hrs 7:30-4 Mon-Fri. In business over 20 yrs, company prepares technical documentation (mechanical manuals) for the airline industry. No experience necessary; will train. Will be tested in interpreting isometric drawings, logical reasoning, etc. Call for appt or send resume; RTJJ. EOE

Humble people don't think less of themselves - they just think of themselves less.

**APPOINTMENT CLERKS (part-time)**

Guardian Plan, Inc.  
2755 Cottage Way, Suite 2  
Sacramento, CA 95825  
916/489-9595

Attn: Office

\$6/hr plus commission & bonuses. Set appointments for nationwide prearranged funeral company. PT, up to 32 hrs/wk (afternoons & evenings preferred). Requires a good phone voice. Will train. Call for appointment (9am-4pm). EOE M/F

Consider contacting past employers before starting your job search to be certain they are willing to provide you with a positive reference.

**HOUSEKEEPERS**

Maid To Order

3400 Cottage Way, Suite 104  
Sacramento, CA 95825  
916/487-MAID

Attn: Myrna

Earn up to \$7/hr as an independent contractor (paid daily). Upscale, Sacramento-based domestic service seeks qualified personnel to work as domestics for Sacramento's finest residences. Immediate full & part-time positions available; set your own hrs & working area. Must have own transportation. Experience preferred. Apply in person (9-12 & 1-3).

**JANITOR (part-time)**

Santa Rosa Building Maintenance  
1059 Wild Rose Drive  
Santa Rosa, CA 95401  
707/544-0389

Attn: Mike Swanson / Operations Manager

\$5.50/hr. Empty wastebaskets, dust, and clean floors & bathrooms for 12-person janitorial service. Position located in Healdsburg. PT, 6:30-10:30pm Mon-Sat. Must be reliable, able to learn, and have CDL, own transportation, and right to work. No experience necessary. Good source of extra income for semi-retired person. Call for appt (9-5 Mon-Fri); RTJJ. EOE

## 747 Maintenance & Technical Support

Oregon & New York

Evergreen International Airlines, a fast-growing worldwide cargo airlines, is seeking experienced maintenance and technical support personnel. This 30-year-old aviation company is rapidly expanding their Boeing 747 fleet and adding people with at least 3 yrs of 747 exp in the following areas:

- ▲ Quality Assurance/Control
- ▲ Line/Hangar Maintenance
- ▲ Structural Engineering
- ▲ Avionics Engineering
- ▲ Inspectors
- ▲ Materiel Planning
- ▲ Technical Writing
- ▲ Avionics
- ▲ Flight Maintenance
- ▲ Systems Engineering
- ▲ Power Plant Engineering
- ▲ Maintenance Planning
- ▲ Maintenance Control

These positions will be located in Oregon at our corporate headquarters and in New York at our JFK Airport base. Salary will be commensurate with exp. If qualified and interested, please send your resume to:

**Evergreen International Airlines**

Attn: S. Mark Hand - EIA/747  
3850 Three Mile Lane  
McMinnville, OR 97128

## TRANSIT OPERATOR

If you drive a car regularly and safely, we want you driving our buses in the Walnut Creek - Concord area.

6 weeks full-time training at \$7.47 an hour. Start working immediately after training at \$9.19 an hour, part-time leading to full-time.

Requires 5 years motor vehicle driving experience, good driving record.

Minorities, women, retired and semi-retired encouraged to apply.

Apply in person, Mon - Fri, 9am to 4pm. Bring current DMV printout with you.

**Central Contra Costa Transit Authority**  
2477 Arnold Industrial Way  
Concord, CA

(Highway 4 to Port Chicago Hwy North. First left into Arnold Industrial Way. Top of hill.)

The County Connection

In-Terminal Services is currently expanding its operations to the Richmond and Oakland areas.

We have several openings for:

**Semi-Trailer Inspectors**

FT & PT positions available. Part-time earns \$7.00/hour. Full-time benefits include \$9.00/hour, medical package available, vacations & holidays. Train while on the job. Typing ability helpful, previous experience with semi-trailers a plus.

For more detailed information call Dave at: (415) 231-2666 or John at: (209) 942-5437

Current opportunities now available in San Francisco and Sacramento:

## Courier Drivers and Owner/Operators

to pick up and deliver packages on a fixed route within a 100-mile radius of the home office. Earn \$5.00/hr wage plus 20 cents/mile, vacation, 401K retirement plan, and medical insurance.

Bring vehicle registration, proof of insurance, CDL, & DMV printout to:

5101 Lawrence Drive  
Sacramento, California 95817  
or 629 Bryant Street  
San Francisco, California 94107

Monday, Wednesday & Friday  
10am - 1pm



**JANITORS / SUBCONTRACTORS**

San Jose Janitorial  
1751 Fortune Drive, Unit G  
San Jose, CA 95131  
408/434-7042  
Attn: John or Scott

Up to \$5000/mo negotiable depending on performance (independent contractor basis). Subcontract for small, medium & large jobs; provide janitorial services for commercial clients. Full-time flexible day, night, or weekend hrs (variable depending on job site). Expanding company requires business license, insurance, some experience, and own transportation & tools. Must be hardworking, reliable & conscientious. Call for appt and send refs: RTJJ.

**NANNY**

The Nanny Network  
Sacramento, CA 95827  
916/646-4574  
Attn: Owner

\$4.25/hr and up DOE, plus medical/dental & life insurance after 6 mos. Provide growth stimulation for children in their homes; prepare breakfast, lunch, and a snack; and perform light laundry & housekeeping duties. Very busy, growing company with friendly employees will provide transportation if needed (fee charged). Full or part-time live-in or live-out positions have flexible scheduling. Must be friendly, speak English, and work well with children. Red Cross training provided. Males & females encouraged to apply. Call for more information: AA/EEO M

No one can make you  
feel inadequate without  
your permission.

**PHOTO LAB TECHNICIAN**

Myrick Photographic  
598 Fremont Street  
Monterey, CA 93940  
408/649-1900

Attn: Stephen Myrick / Owner

\$7-10/hr to start DOE, plus 1 wk vacation after 1 yr and holidays. Responsible for quality & process control, printing, and preventive maintenance. Management growth opportunity. Flexible full-time (no Sundays). Retail photography store with mini-lab is oriented toward serious amateur photographers. Requires exp working in mini-lab environment. Must be a dependable, quality-oriented self-starter & team player with good ability to give & follow directions. Noritsu experience preferred. Marketing background a plus. Call for appt or send resume & refs: RTJJ. EOE M/F/H/V

**RESIDENT APARTMENT MANAGER (4)**

Community Development Commission  
County of Los Angeles  
4800 East Brooklyn Avenue  
Los Angeles, CA 90022  
213/260-2047

Attn: Marc Delacruz / Admin Analyst

Approx \$1000/mo + 2 wks vacation, holidays & sick leave; apartment & utilities provided. Monitor leases, handle light maintenance, and oversee ongoing apt complex activities. 30-65 hrs/wk depending on complex size. Commission is part of Housing Authority of LA. Req US citizen & good listener w/HS diploma, ability to communicate well with seniors, general office skills, CDL, own transportation, and ins. Prefer mature older couple or team with some related work exp, training in any health-related area, and exp w/med equip. Physical exam given. Call for info & app or send resume; RTJJ. EOE

## SOUTHWEST Transportation Company Inc.

**Drivers**

Due to an expansion of our fleet we have immediate openings for experienced OTR Drivers.

**We offer:**

- Competitive pay scale
- Health, life, & dental insurance
- Paid vacation
- Bonus pay
- Tarp, extra drop, layover pay
- New Equipment
- Husband/wife teams encouraged

**Qualifications:**

- 25 years or older
- 2 years flat-bed
- Clean DMV
- Accident free
- No Drugs or Alcohol

Call Safety  
(800) 325-1061

**SOUTHWEST  
Transportation Inc.**

## BIO-RAD

**SHIPPER / RECEIVERS**

Bio-Rad Laboratories, Inc.  
1000 Alfred Nobel Drive  
Hercules, CA 94547

Attn: Human Resources PN #223

\$6/hr to start. Perform full shipping & receiving duties including checking invoices, record keeping, and handling inventory control count and shipping & receiving material handling. Full-time entry-level position. High-growth company is a recognized leader in chemical separations, clinical diagnostics, and analytical instrumentation. Requires HS diploma and good math skills. For consideration, please send resume. EOE

**SHOE REPAIRPERSON**

Jones' Fort  
1800 East Cypress  
Redding, CA 96002  
916/222-3223  
Attn: Marshall

\$5+/hr DOE/DOQ. Handle all types of shoe & boot rebuilding: full soles, resoling, and repairing & replacing heels. Hrs 8:30-5 Mon-Fri. Family-owned & serving customers' needs for 26 yrs. Must be in good physical condition. Experienced only need apply (no apprentices). Call for appt or send resume: RTJJ. M/F

**STYLISTS (10)**

Schroeder's  
717 East El Camino Real  
Sunnyvale, CA 94087  
408/733-5630

Attn: Pam Larson / Vice President

\$6.50/hr + commission (based on volume), vac, hols, and 50/50 med ins. Wash, condition, cut & blow dry hair (no perms or coloring done in shop). Answer phones and set own appts. Full or part-time (shop hrs 9-9 Mon-Fri, 9-7 Sat & 10-5 Sun). Sunnyvale location of family-owned beauty shop business has been in operation 6 yrs. Req hair-cutting ability. Must be friendly, outgoing, excited about styling hair, and have CA certification/license. Call for appt & directions to shop or apply in person: RTJJ. EEO Employer

## Too Late to Classify

**ACTIVIST - FEMINIST**

ACORN  
Oakland, CA 94601  
415/261-2323  
Attn: Office

\$1000/mo plus benefits. Assist in organizing campaign against rape, and organize for housing availability, access to the media, better banking services, and justice for low-income people in the Oakland, Watsonville & Salinas areas. Full-time. Grass-roots organization for low & moderate-income people is hiring 3 organizers in Oct/Nov. No exp necessary; paid 8-wk training in Chicago or NY provided, including housing. Bilingual (Spanish/English) encouraged to apply. Call for more information.

**ASSISTANT PLANNER**

City of Richmond  
2600 Barrett Avenue  
Richmond, CA 94804  
415/620-6604  
Attn: Personnel

\$2632-3187/mo. Journey-level position of the professional planning series is responsible for performing technical research and investigative & analytical planning work in the Planning Department. Full-time. Requires education, experience & training equivalent to graduation from accredited 4-yr college in planning or directly related field. AND 2 yrs professional planning exp or master of city planning degree. Call for more information or apply in person; file city application by 11/17. AA/EEO

**Valley Livestock**

A local trucking company located in  
Dixon, CA is currently seeking exp'd

**Truck Drivers**

**Benefits include:**  
Health Insurance  
Vacation  
Holidays  
Retirement  
Much more

**Requires:**  
Class 1 CDL  
DMV printout  
2 years OTR exp

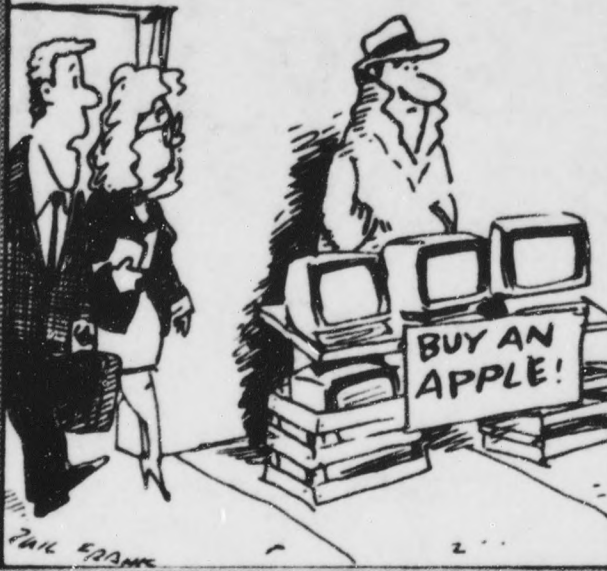
To apply call  
Mon-Fri, 8-5

(916) 678-2351

by Phil Frank

The Smile File

MUST'VE BEEN A LOT OF LAY OFFS  
IN DATA PROCESSING LATELY.

**BUSPERSON / DISHWASHER (several)**

Lyon's Restaurant  
2390 North Texas Street  
Fairfield, CA 94533  
707/429-5330  
Attn: Cliff or Terrie

\$4.45+/hr (possible raise after 30 days); meal discounts available. Bus tables and wash dishes for this 24-hr American coffee-shop chain. Flexible full & part-time positions: 4-8 hrs/shift (some graveyard shifts available). No experience necessary; will train. Must be at least 18. Apply in person (3-5 Mon-Thur) EOE

**HEAD TEACHER - CHILD DEVELOPMENT CTR**

Rancho Santiago College  
17th Street at Bristol  
Santa Ana, CA 92706  
714/667-3320  
Attn: Personnel

\$16,940-17,461/yr DOE/DOQ, plus xint bfts. Plan, supervise & evaluate daily program activities for a group of 2.5 to 5-yr-olds; communicate with parents; and supervise teaching team. 10-mo. 75% contract; schedule to be determined. Ethnically diverse student population of 30,000. Requires CA regular children's center permit (or qualification); bachelor's degree in related field; AND 2 yrs preschool teaching exp. or AA degree in child development and 4 yrs preschool teaching exp. Call for info/dist app; file app, resume, and copy of current children's center permit/transcripts by 11/13 (PNA). AA/EEO

**INSURANCE SALESPERSON**

Farmers Insurance Group  
5713-D Marconi Avenue  
Carmichael, CA 95608  
916/482-2432

Attn: Ron Jones / District Manager

Earn 6-figure income your second yr in your own business. Call today for info. Like the marines, we are looking for a few good people. Set your own goals and plan your own future. If you're a hard worker & self-starter, there are no limits on your future. If you're successful now and want to be even more so while working in a professional environment, Farmers has a program for you. FT hrs & days (the time & energy you invest will determine your return). A college degree is an advantage, but not required. No insurance exp needed; we provide full training & assistance in establishing your client base.

**JUNIOR PLANNER**

City of Richmond  
2600 Barrett Avenue  
Richmond, CA 94804  
415/620-6604  
Attn: Personnel

\$2159-2578/mo. Entry-level position of the professional planning series is responsible for working with maps, graphs & charts. Perform land-use studies; prepare population statistics & determine trends; and assemble a variety of economic, physical, social & environmental data. Full-time, 8:30-5. Requires training & experience equivalent to graduation from a 4-yr college. Call for more information or apply in person; file city application by 11/17. AA/EEO

To be successful is to achieve  
a goal; but to be a success is  
always to have another goal  
in mind after you've achieved  
the last one.

**MARKETING REPRESENTATIVE**

John Hancock Financial Services  
2260 Park Towne Circle, Suite 100  
Sacramento, CA 95825  
916/487-8333

Attn: Stan Wallace / Manager

\$36,000-50,000 first-yr potential + outstanding benefit package. Assist companies & individuals in meeting financial objectives through use of a broad range of financial svcs & products (all lines of insurance, securities, investments, etc). Flexible FT schedule (depends on client availability). Firm is one of the oldest & most respected ins & financial svc companies in the world. Ideal candidate should be goal oriented, and have outstanding communication & people skills and a successful track record in all aspects of professional & academic life. Call for confidential interview. EOE

**NA / CNA**

Roseville Convalescent Hospital  
1161 Cirby Way  
Roseville, CA 95661  
916/782-1238  
Attn: Elena

\$5/hr DOE; excellent wages, per diem rates, and benefits including vacation & holidays. Provide hands-on care for the elderly; take vitals, transport patients, and assist in day-to-day care. Full-time shifts available 7 days/wk (6:30am-3pm, 2:30-10:30pm, or 10:30pm-7am). Convalescent hospital providing quality care for the elderly requires own transportation and right to work. Must be concerned & dedicated to providing quality healthcare. Some experience desired. Certification classes offered. Apply in person. EEO Employer M/F

**ORDER DEPARTMENT CLERK**

Apollo Sales, Inc.  
Oakland, CA 94623  
415/549-7702

Attn: Susan Belfer / Personnel Manager

\$7.50/hr plus vacation, holidays, sick leave, and medical/dental & life insurance. Well established floor covering distributor offers a challenging position. Learn company products, answer busy phones, and place orders. Hrs 9-5 Mon-Fri. Requires ability to handle pressure and high customer volume. Must have proper phone etiquette and be mature, motivated & people oriented. Computer experience a plus. Call for interview: RTJJ.

**POSTGRADUATE RESEARCHER**

University of California, Davis  
Plant Pathology Department  
Davis, CA 95616

916/752-4568

Attn: Dr. Deborah Golino / USDA-ARS

Salary commensurate with exp. + xint benefits. Perform general lab, field & greenhouse work. Produce & maintain grapevines in vitro, gather data on plant growth, prepare media, culture bacteria, take detailed notes, do preliminary analysis of research data, and run serological tests (ELISA). FT 6-mo position (possibility of extension). Req BS in plant/biological science, knowledge of sterile microbiological techniques, exp with plant tissue culture, CDL, willingness to drive long distances to field plots, and ability to withstand greenhouse conditions. Send written application by 11/15. AA/EEO Employer

Usually it is considered  
unacceptable for an applicant  
to initiate a discussion of  
salary during the first interview.

**RECREATION PROGRAM COORDINATOR (2)**

City of Richmond  
2600 Barrett Avenue  
Richmond, CA 94804  
415/620-6604

Attn: Personnel

\$2075-2463/mo + bfts. One vacancy in cultural arts program and another with disabled persons program. Perform professional recreation work involving the planning/coordinating/implementing of cultural services in a community center or defined pgm area. Incumbents may coord pgms for youth activities, senior citizens the disabled, aquatics, sports, or similar community svcs. FT. Requires knowledge of municipal cultural service programs, and ability to train & supervise staff & volunteers and organize cultural service activities. Call for more information or apply in person; file city app by 11/6. AA/EEO

**RN / LVN**

Roseville Convalescent Hospital  
1161 Cirby Way  
Roseville, CA 95661  
916/782-1238

Attn: Diane Valentine

Salary DOE/DOQ, plus vacation and credit union. Follow doctors' orders, pass medications, and provide hands-on patient care. Full-time; all shifts available, 7 days/wk (flexible scheduling). Convalescent hospital provides quality nursing care for the elderly. Requires Calif RN/LVN and current CPR licenses, own transportation, and right to work. Must be dedicated, patient & flexible. Apply in person. EEO Employer M/F

**WOODWORKING MACHINERY MECHANIC**

Barbosa Cabinet Inc.  
4130 Commercial Drive  
Tracy, CA 95376  
209/836-2501

Attn: Ron

\$10-12/hr negotiable DOE, plus 1 wk vacation, 7 holidays, and profit sharing (after 1 yr). Repair & maintain woodworking machinery including gang-rip saw, wide-belt sander, electric sander, shaper, pneumatic stapler, and small hand tools; supervise machinery operations in cabinet shop. Hrs 6:30-5 Mon-Thu plus frequent overtime. 30-person production cabinet shop (estd 11 yrs) requires at least 2 yrs experience using woodworking machinery. Good communication skills a must. Cabinet-making background very helpful. Call for appointment asap. EOE

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Ms. Cathy Masera  
California Job Journal  
2535 Capitol Oaks Dr. Ste. 100  
Sacramento, California 95833

Dear Ms. Masera:

Since we began service with the California Job Journal in March 1987, we have undergone many changes. However, one thing hasn't changed, and that's the response we get from the Job Journal.

I track all inquiries coming into our school to see if our advertising dollars are being spent properly. I'm happy to say that the California Job Journal is now, and always has been number one. We not only recruit students, but our excellent teaching staff came to us through the Job Journal.

Our account representative, Bob Gouley, keeps us informed on special rates being offered, featured issues pertaining to our industry and, he takes the time to call just to see how we are doing. I appreciate the personal touch.

I look forward to us growing right along with the California Job Journal. It's nice to be associated with a winner. Good luck to both of us.

Sincerely,

Sharon Sequeira  
President  
World Academy of Travel, Inc.

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